

VACo Board of Directors meets virtually for the first time ever



Members of the VACo Board of Directors gathered around their computers on May 15 for the first-ever meeting by teleconference. It wasn't an ideal situation but the meeting went off without a hitch and the business of VACo was conducted.

Discussions ran the gamut from VACo operations to legislative issues to future events to how counties are working through the pandemic.

The Board also informally recognized VACo Director of Member Services Carol Cameron, who will be retiring at the end of June. Carol has been an integral part of the VACo Team since 2006. The Board shared stories about Carol's work ethic, graphic design prowess and knack for getting things done. Carol will be dearly missed.

Thank you to all the diverse leaders who every day work to keep us safe and moving forward. We appreciate your efforts!

VACo Board of Directors will next convene in August at the Summer Meeting.

VACo Achievement Awards Deadline Moved to JULY 1



It's time for the 2020 Achievement Awards Program.

Any county department is eligible to compete so ENTER NOW!

[Achievement Awards submission form](#)

All entries are required to be submitted in electronic form. No paper copy submissions are necessary.

The electronic copy should be a PDF or WORD file. Email entries to Gage Harter at gcharter@vaco.org.
Submissions must be received by July 1, 2020.

Last year we processed 96 entries and selected 26 winners from 21 Counties. VACo presented awards at 21 Board of Supervisors Meetings, recognized winners at the Annual Conference, issued a news release to statewide media and highlighted winning Counties in an Achievement Awards booklet.
The judges for the 2020 Achievement Awards will be announced soon.

VACo has received more than 800 entries over the past decade. Last year's Best Achievement winner was Chesterfield County for its "Chesterfield County Police Experience Program."

VACo encourages all Counties, big and small, to enter the 2020 Achievement Awards Program. Please contact gcharter@vaco.org with questions or for more information.

[Achievement Awards Submission Form](#) | [2019 Achievement Awards Press Release](#)

[Browse all of the 2019 Entries](#) | [2019 Achievement Awards Book](#) | [Past Achievement Award Winners](#)



Clarke County BOS Appoint Matthew Bass to Fill Vacant Seat

BERRYVILLE, VA — During a public work session on May 11, the Clarke County Board of Supervisors officially appointed Matthew Bass to fill the Berryville District seat recently vacated by Mary Daniel. Elected in November 2015, Daniel began her four-year term as Supervisor in January 2016. She stepped down this spring after Virginia's General Assembly selected her to serve as a General District Court judge for the 26th Judicial District. Her last day as a Supervisor was May 1.

Supervisors David Weiss, Bev McKay, Terri Catlett, and Doug Lawrence unanimously voted for Bass, who, like Daniel, is a lawyer and Berryville resident. Last week, the Board interviewed four candidates for the temporary appointment.

"Matthew follows in the tradition of [former Supervisors] Michael Hobert and Mary Daniel. It's always good to have that legal perspective on the Board, although being a lawyer was not the only factor for us," said Weiss, the Board chair. "We had four qualified candidates, and the Board thanks each of them for applying."

Bass, 36, is a Berryville native. He graduated from Clarke County High School in 2002 and attended the University of Virginia, where he earned degrees in anthropology and archaeology. He earned his Juris Doctor from the University of the District of Columbia's David A. Clarke School of Law, graduating in 2012 summa cum laude. Bass has worked for the Leesburg-based firm of Burnett & Williams, P.C. since early 2017. He and his wife, who is also a Clarke County native, live in Berryville with their young daughter and son.

Bass said he stepped up to serve as a Supervisor because of his love of Clarke County and his commitment to its residents. He has served on the Berryville Area Development Authority since 2016 and earned planning commissioner certification. He ran for the Berryville Town Council Ward 3 seat in 2016.

"I am honored to have been selected from such a fine slate of candidates," Bass said after learning of his appointment. "I recognize that, by following in the footsteps of Mr. Hobert and Mrs. Daniel, I have large shoes to fill. But I look forward to working with staff and the Board and hope to justify my selection by honoring and building upon the accomplishments of my predecessors."

He continued, "As an attorney, my training taught me to objectively evaluate problems, and work to resolve them — often in the context of various opinions and strong feelings. I believe my ability to identify and analyze facts, and listen to varying points of view will allow me to well represent Berryville and county residents."

Clarke County has controlled growth by enacting "smart growth" practices, such as sliding-scale zoning, said Bass. "I have deep community ties, and my goal is to protect and nurture the county and the town. I want to preserve the natural beauty and advance the tremendous potential of this town and county so my children will share my experience of growing up in such a special place."

Bass was sworn in by the Circuit Court Clerk and participated in his first Supervisors meeting Tuesday, May 19. He will serve as the Berryville District representative on the Board of Supervisors until a special election on November 3, 2020.

Virginia Department of Social Services Issues Phase I Reopening Guidelines for Child Care Providers



On May 13, the Virginia Department of Social Services ([VDSS](#)) issued updated guidance concerning child care providers in light of Governor Ralph Northam's phased [approach](#) to lifting certain restrictions on businesses in the Commonwealth. A [letter](#) from VDSS to child care providers details the process by which child care centers may continue operations in Phase I or by which they may reopen. This guidance is meant to ensure the safety of child care providers and children under their care. The new state [guidelines](#) closely match Centers for Disease Control and Prevention (CDC) [guidelines](#), and detail enhanced social distancing measures, the use of personal protective equipment (PPE), and infection control and sanitation practices.

Ensuring child care is available for essential workers and for families who are returning to work under phased reopening remains an issue of concern for VDSS and the Virginia Department of Education (VDOE). The closure of K-12 schools throughout the Commonwealth mandated by [Executive Order 53](#) directly impacts approximately 1.2 million children under the age of 12 and their families. According to the Governor's office, approximately 2,672 child care centers—nearly 45 percent—have closed. Combined with family day homes and other child care sites, these closures represent a reduction in capacity of at least 200,000 slots as of the end of March.

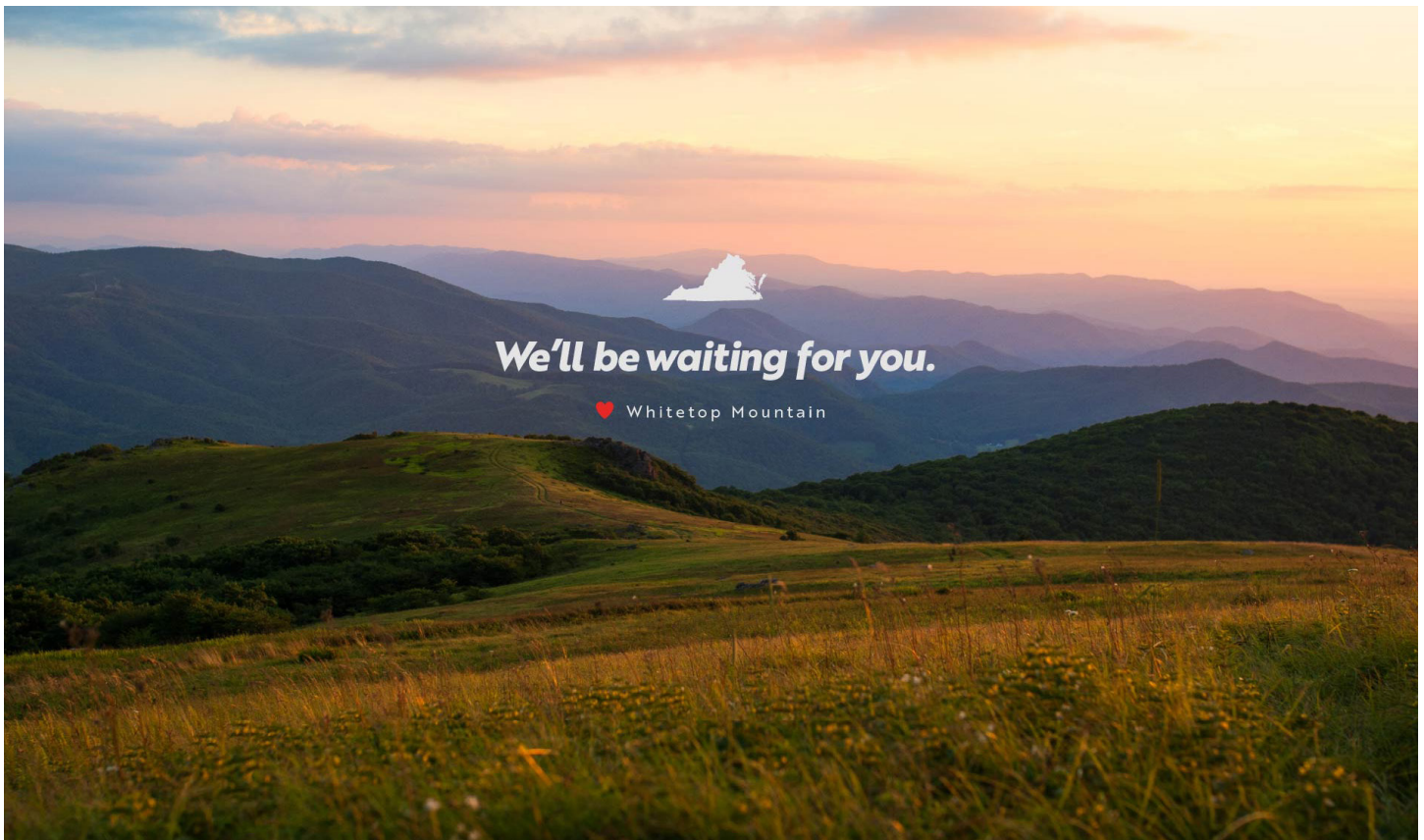
As a result of the Coronavirus Aid, Relief, and Economic Security ([CARES](#)) Act, Virginia received approximately \$70 million out of \$3.5 billion in federal funds through the Child Care and Development Block Grant, which subsidizes child care services to eligible families through vouchers or grants and contracts with child care providers. This funding will be used to increase the availability of child care services for essential personnel and support child care centers by:

- Providing incentive grants to child care providers that are open, through the end of June;
- Eliminating co-payments through June for low-income, working families who receive federal child care subsidy dollars;
- Preparing schools to act as emergency child care centers, where needed; and
- Providing additional funding for child care providers that participate in the federal subsidy program, but have had to close.

Parents who serve in essential industries and are in need of child care services should visit Child Care Aware at VAchildcare.org or call 1-866-KIDS-TLC for an up-to-date list of child care options in their area.

Additional information and guidance from VDSS and VDOE on early childhood care can be found [here](#) and [here](#) respectively.

VACo Contacts: [Jeremy R. Bennett](#) and [Katie Boyle](#)



Virginia encouraging online travel, will be waiting for travelers

The COVID-19 public health emergency is having a devastating and heartbreaking impact on the tourism industry in Virginia. Since people are not traveling right now, Virginia Tourism Corporation (VTC) has had to quickly adapt to the situation by creating new ways to market travel. Although we are distancing from each other because of the current situation, we can still position Virginia as the place to travel-- whether through virtual experiences or dreaming and planning of a future trip.

VTC created the “We’ll Be Waiting” campaign to meet our travelers where they are and provide a sense of calm and comfort. By featuring beautiful, scenic visuals of our attractions and destinations, we are providing inspirational and invitational message that Virginia’s incredible travel experiences will still be here whenever they are ready to travel again.

The VTC website and social media channels have become a hub of information for travelers and citizens as the situation evolves. That includes showcasing virtual ways people can visit from their homes and information to support our local restaurants, wineries, breweries, and other businesses who are struggling right now. Our content has included virtual tours and educational opportunities for exploration from home, launching the Virginia is for Restaurant Lovers Takeout Week to support the restaurant industry and Virginia Farmers’ Market Week to encourage people to shop at their local farmers’ markets.

We also took this year’s National Travel and Tourism Week to honor the spirit of travel by pushing out themed content to support all the diverse sectors of the tourism industry, including historic attractions, outdoor recreation, restaurants, small towns and more. The week culminated with the Great Virginia Oyster Roast, a virtual celebration of everything that makes Virginia so special.

Travel in Virginia is about doing the things you love with the people you love most. And for now, that means sharing what we love about Virginia from a distance. But we look forward to the day when travelers can visit again - and Virginia will be here when they’re ready.

For more of VTC’s online experiences, visit virginia.org.

**VIRGINIA
IS FOR
LOVERS®**

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.

VACo slightly revamped the Supervisors' Certification Program to adjust to our current time while enhancing your learning experience. The [Managing While Leading: Understanding Your Powers, Duties, and Responsibilities](#) course will start via Webex Teleconference on May 29 and end with another Webex Teleconference or an in-person meeting at the VACo Training Center on July 24.

Between the two classroom sessions - there will be several lunch hour teleconferences to discuss course work, reading materials, current events, local issues, and whatever comes up in conversation.

VACo Contact: [Karie Walker](#)

[Funding Public Services: The Role of Budgeting](#)

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

Opening Session | September 4 Albemarle County

Closing Session | November 6 | VACo Training Center

Registration Deadline | August 20



ABOUT MUNIREVS

MUNIRevs is the first of its kind. It is a secure, cloud-based tax collection and licensing system, which automates municipalities' and business' workflow through our unique paperless system and services. Our innovative software helps jurisdictions more efficiently collect taxes and process licenses.

With over 18 years of experience as a Financial Director and CPA in the Colorado municipal finance arena, the founder of MUNIRevs Erin Neer, identified firsthand many shortcomings in the technology offerings for municipalities.

MUNIRevs evolves beyond the solutions that traditional government software provides in their desktop or online payment modules and harnesses the many benefits of secure, paperless, web-based technology to provide the most current and cutting edge solutions for your business revenue collection.

Currently, we process over \$300 million in paperless revenues monthly. These revenues are automatically processed to our jurisdictions' bank accounts without any processing time by municipality staff.

www.munirevs.com

BEYOND TAX COLLECTION

ABOUT LODGINGREVS

LODGINGRevs, powered by MUNIRevs is the industry leader in short term rental compliance, permitting, and tax collection. You can trust that LODGINGRevs, a division of MUNIRevs, is a strong company with the experience to deliver on our promises. Backed by the same high performing team of experts and proven best practices.

The LODGINGRevs team has been delivering vacation rental compliance longer than any other provider, and we work with numerous communities nationwide.

With LODGINGRevs, you benefit from expertise every step of the way. As you learn more about our team and our services, you will see why clients like Washington County, VA; Dallas, TX; Aspen, CO; Maui, HI; and La Quinta, CA, chose LODGINGRevs.

www.lodgingrevs.com



MUNIRevs Offers Free Online Tax Collection Software to Virginia Municipalities

As local governments across the country struggle with the pandemic-related loss of business tax revenue, [MUNIRevs](#), a provider of automated tax collection software, is offering counties a free, limited version of its trusted solution.

The limited version, made available through the [MUNIRevs Cares initiative](#), gives counties that use paper-based, manual business tax collection processes rapid access to an automated, web-based tax collection system that can be accessed by staff working remotely. The benefits of the system include reduced staff time, faster revenue recognition, faster collections, greater efficiency, and increased total collections.

“As a former town finance director, I understand the challenges counties are facing with sharp drops in revenue and budget cuts. We created the [MUNIRevs Cares initiative](#) because we want to help counties capture much-needed revenue as quickly as possible. We’re offering free, simple setup, free online tax collection, and free support for municipal staff by our expert account management team,” said MUNIRevs CEO Erin Neer. “Business owners will also benefit by being able to pay their business taxes online from home or wherever they may be working,” she added.

Before starting MUNIRevs in 2011, Neer was the finance director for the mountain town of Mountain Village, near Telluride, CO. Neer brings more than 19 years of experience in municipal finance to every facet of her company.

Access to the system will be available at no cost to counties for three months. Those who wish to continue using the system after that will be charged a monthly subscription fee. Those who wish to transition back to manual processes can do so easily while retaining all their data from the MUNIRevs system.

MUNIRevs automates business revenue collection for towns, cities, and states across the U.S. With extensive experience in municipal finance, the MUNIRevs team has revolutionized business tax and licensing processes. It is the trusted source for secure, paperless payment processing, helping cities and states eliminate approximately 95 percent of the manual data entry tasks. Since it was founded in 2011, MUNIRevs has processed more than \$1 billion in tax revenues for its clients and more than 50,000 businesses trust MUNIRevs for tax remittance. For more information, visit www.munirevs.com.

MOSELEYARCHITECTS

Providing Solutions for No Excuse Early Voting

One sentence in proposed legislation from the General Assembly's fall 2019 session could change the way the Commonwealth's citizens vote for years to come – "Any registered voter may vote by absentee ballot in accordance with the provisions of this chapter in any election in which he is qualified to vote."

The majority of the departmental offices of the Voter Registrars are relatively modest in size when compared with other City or County departments in the Commonwealth of Virginia. Their busiest periods are typically immediately preceding and following elections each year. The peak of the busiest periods is the spring and fall election days, as well as days prior allowed for absentee voting. With its approval by Governor Northam on April 11, 2020 and effective on July 1, 2020, House Bill 001 permits any registered voter to vote by absentee ballot in any election in which they are qualified to vote. This "no-excuse" early voting legislation removes the current list of statutory reasons under which a person may be entitled to vote by absentee ballot and removes references to those reasons from other sections of the Code of Virginia. The bill introduced on November 18, 2019 and its impact statement indicated there was "no state fiscal impact" as localities are responsible for conducting elections, including absentee voting by mail or in person voting, and would be responsible for any potential impact of changes necessary to facilitate the proposed voting process. Virginia cities and counties closely monitor pending legislation and quickly act, when needed.

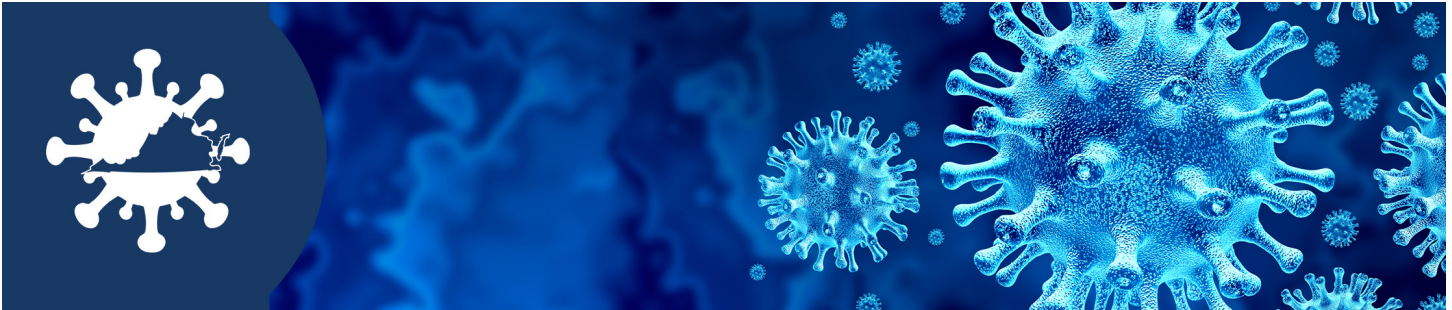
Albemarle County's Department of Facilities & Environmental Services (FES) was conducting a space needs assessment for County facilities in the fall of 2019 in collaboration with Moseley Architects. In their space needs interviews with the General Registrar, the need for more space and pending legislation was discussed at length. The County's FES contacted Moseley Architects in late October of 2019 regarding developing new space for the General Registrar in anticipation of the introduction and passing of the "no-excuse" early voting legislation. The existing space which houses the General Registrar did not have adequate square footage to run an absentee voting function, but a large adjacent training room was available in the same facility and could meet the need. The greater issue was the lack of available parking for the potential absentee voting citizens that could take advantage of the month and half voting period prior to November 3. A new facility needed to be functional 60 days prior to the election date, and it was determined that 11 months was not adequate time to select a location, acquire the property if needed, design and permit, and then construct a new permanent facility. The County's FES partnered with Moseley Architects to assess several available privately-owned facilities for lease and renovation to prepare the General Registrar for the effects of the anticipated legislation.

The County and Moseley Architects coordinated with the County building official to streamline the review process. Additionally, they collaborated on a design to allow the large space to both be used for the absentee voting and a community meeting space when it was not being used by the General Registrar. This space would provide a great benefit to the County's citizens because the space was centrally located with ample parking and independent of other competing needs. The coronavirus pandemic, which caused most staff to work from home fostered closer teamwork between the County and Moseley Architects. This teamwork overcame the challenges and allowed design documents to be prepared and permitted. The tight budget and schedule required constant communication to remove any budget and schedule obstacles.

The County arranged to acquire construction materials with long-lead times independent of the main project to save capital funds and deliver the completed renovation on schedule. Moseley Architects analyzed each design decision to provide the best value to the County, and the renovation project was advertised for bidding on schedule, 40 days after the site selection was made by the County.

Subsequent to the completion of the design and during the bidding for construction, the County determined that the County could have staff work from home during the 45 days prior to the 2020 election. As a result, this will make parking available for absentee voters and not require a relocation of the General Registrar's offices. The design documents will be held for future implementation. The success of this project was due to the County's and Moseley Architects' planning to design solutions that enrich the lives of Albemarle County's citizens.

Coronavirus Relief Fund Dollars to be Distributed to Cities and Counties; Certification Letters Due May 22



Virginia counties and cities received a [memorandum from Secretary of Finance Aubrey Layne](#) on May 12 announcing the proposed distribution of dollars to each county and city from the Coronavirus Relief Fund allocation provided to the state in the Coronavirus Aid, Relief, and Economic Security (CARES) Act of 2020. These funds may not be used to replace lost revenues, but will help compensate localities for the significant expenses incurred in responding to the COVID-19 pandemic. Virginia received approximately \$3.1 billion in Coronavirus Relief Fund dollars (excluding the approximately \$200 million provided directly to Fairfax County, the only locality in Virginia to meet the CARES Act's population threshold to qualify for direct distributions from the federal government), and is distributing approximately \$645 million to local governments, the equivalent of half of the funding that was sent to the state based on local populations. An additional distribution may be made later in the summer, possibly based on an alternative formula, although no commitments have been made to provide more funding directly to localities.

The state is distributing the \$645 million to cities and counties based on population, and requiring that counties provide "an equitable share" of their funding to the towns within their boundaries. In order to receive their allocations, counties must certify that funds will be used for eligible expenditures in accordance with the CARES Act and associated federal guidance, and acknowledge that the state may recoup any funds used for ineligible purposes. The [certification form](#) must be submitted by May 22. Distribution is expected to be made in early June.

Governor Ralph Northam held a call with VACo's Board of Directors on May 13, and Secretary Layne provided an overview of the proposed distribution process as part of that discussion. The statutory language of the CARES Act regarding use of the Coronavirus Relief Fund is relatively general, and although the U.S. Treasury has developed [guidance](#) and a set of [Frequently Asked Questions](#), county administrators and local staff have requested clarification and additional guidance on a number of items. Although no further guidance is expected to be forthcoming about what constitutes an equitable share of funding for towns, Secretary Layne has agreed to review a list of questions that will be compiled and submitted by VACo, working in partnership with VML and a workgroup of local budget and finance directors who have been collaborating on issues related to the effect of the pandemic on local budgets. VACo will continue to work with its state and federal partners and will communicate any additional information to members as it becomes available.

VACo Contact: [Katie Boyle](#)

Virginia Retirement Service (VRS) COVID-19 Updates and News Bulletin



In the [latest](#) monthly publication from VRS, the independent state agency provided an overview of its continued and special services related to COVID-19, provisions of the Coronavirus Aid, Relief and Economic Security (CARES) Act that allow for VRS members experiencing virus-related emergencies to withdraw from certain defined benefits accounts, legislative [updates](#) from the 2020 General Assembly session, and other updates.

Though no in-person services are available at VRS offices currently, members and retirees may still access their accounts online or contact VRS via phone. Though recent market volatility has caused great fluctuations, VRS structures its portfolio to minimize the impact of market volatility on its overall investments through a diverse portfolio of assets. A webpage detailing information related to VRS and COVID-19 may be accessed [here](#).

Under the CARES Act, members of the Commonwealth of Virginia 457 Deferred Compensation Plan, Virginia Cash Match Plan 401(a), and Hybrid 457 Deferred Compensation Plan may make defined contribution withdrawals if meeting the following conditions:

- Be diagnosed with SARS-CoV-2 or with Coronavirus disease 2019 (COVID 2019) by a test approved by the Centers for Disease Control and Prevention.
- Have a spouse or dependent be diagnosed with SARS-CoV-2 or with Coronavirus disease 2019 (COVID 2019) by a test approved by the Centers for Disease Control and Prevention.
- Experience adverse financial consequences as a result of being quarantined, furloughed, laid off and/or having work hours reduced, being unable to work due to lack of childcare, closing or reducing hours of a business owned or operated by the individual.
- Meet any other factors as determined by the Treasury Secretary.

VRS stresses that withdrawals should generally be considered as a last resort as the long-term economic costs of a withdrawal outweigh the short-term gains. Additional guidance on the process and eligibility may be found [here](#).

VRS serves more than 723,000 total members, retirees, and beneficiaries and has 459 participating political subdivisions, including 93 counties. The fiduciary net position of the trust fund is \$82.3 billion and as based on assets, is the 19th largest among public and private pension systems in the United States. The VRS Board of Directors will next [meet](#) on June 11 at 1 p.m. VACo staff plan to attend. An archive of past bulletins and a link to subscribe to future news bulletins can be found [here](#).

VACo Contact: [Jeremy R. Bennett](#)

State General Fund Revenues Drop in April; State on Track for Predicted \$1 Billion Reduction in FY 2020 Revenues

On May 14, Governor Northam released an [update](#) on state General Fund revenues through April 2020, and Secretary of Finance Aubrey Layne briefed the House Appropriations and Senate Finance and Appropriations Committees on May 18 and 19, respectively. As expected, state revenues declined significantly in April; however, a large portion of the reduction is attributable to the Governor's decision to delay individual and corporate income tax payment deadlines until June 1, 2020. A clearer picture of the state's economic condition is expected to emerge at the end of the fiscal year, although uncertainty remains about the degree to which consumer confidence – a key element of economic recovery -- will rebound in the near term.

Total General Fund (GF) revenues declined by 26.2 percent in April; on a fiscal year-to-date basis, revenues increased by 1.4 percent, lagging the forecast of 3.1 percent growth. Withholding collections grew by 4.2 percent in April, but Secretary Layne pointed out that this growth is likely attributable to two additional deposit days falling in April, and collections in this source will need to be analyzed in tandem with May figures; he estimated that collections would have declined by 5 to 6 percent in April if not for the additional deposit days. On a fiscal year-to-date basis, individual income tax withholding collections are on pace with the forecast of 4.7 percent annual growth, buoyed by a strong performance prior to the pandemic. Sales tax collections in April (reflecting March sales), declined by 0.4 percent, but are also meeting the annual forecast on a fiscal year-to-date basis due to robust collections prior to March. Secretary Layne's presentation notes that increased sales at grocery stores, large retailers, and ABC stores averted otherwise greater losses in this revenue source. Declines in individual income tax non-withholding – a drop of 61.8 percent in April and 19.3 percent on a year-to-date basis – account for the majority of the April reductions, but some of these losses will likely be recouped in the coming weeks as payments are made in advance of the deferred June 1 deadline.



Secretary Layne informed both “money committees” that the projections for revenue losses of \$1 billion for FY 2020 appear to be sound based on collections thus far. He suggested that a revenue reforecast for the upcoming biennium could be developed in the next 60-70 days, as by that time there would be data points that could be used in forecasting, cautioning that attempting to develop a forecast now would require the state to assume a worst-case scenario and budget very conservatively. He pointed to several factors that have cushioned the economic shock of the pandemic in Virginia: a strong federal employment and federal contracting presence, a large technology sector with jobs that can be performed remotely, actions by the Federal Reserve to hold interest rates at low levels and engage in extensive lending, and the relief packages enacted by Congress that, among other provisions, injected money into the state's economy by providing direct assistance to individuals and businesses.

Secretary Layne also provided updates on allocations of federal funding to the state in the four stimulus bills enacted by Congress to date. Virginia has received, or is expected to receive, approximately \$6.1 billion thus far through more than 60 funding streams, many of which reflect supplemental appropriations to existing funding formulas and are required to be used for certain specified purposes (such as funding for child care, Head Start, or elections administration). Of particular interest to local governments and of most flexible use to the state is the \$3.1 billion allocation of Coronavirus Relief Fund dollars, which may not be used to replace lost revenue, but may be used to cover certain expenditures related to the pandemic response. [Secretary Layne's presentation](#) includes a breakdown of federal stimulus funding provided to the state thus far, as well as a listing of Coronavirus Relief Fund dollars planned to be distributed to cities and counties in early June.

VSAE Community Strong

By VACo General Counsel Phyllis Errico, recently elected VSAE President

Never in our lifetime has it been so important to work together, to do our part, to reach a common goal. In this daunting and unprecedented time in our world and in our profession, we are all trying to navigate circumstances for which we have no frame of reference. However, I believe that as association professionals and industry partners, our professional skills and sense of community will carry us through this challenging time.

As members of the VSAE community, we are all in the service field, and I am certain that each one of us has had to be nimble, to be creative and to be resourceful on any number of occasions as the unexpected has occurred in our work world. In fact, if we really think about how we do what we do on an everyday basis, we will realize that those same skills and qualities that have gotten us this far are exactly the skills and qualities we need to navigate and succeed in the current unprecedented environment.



At the Virginia Association of Counties, this pandemic has created our first occasion to work remotely as we strive to meet social distancing standards and keep each other safe. This has been challenging for our 12 person staff who has always personified the word "TEAM" in every way. We have been researching, analyzing and communicating very complex logistic, financial, legal and practical issues that Virginia's County Officials face as they must continue to serve their local communities in this pandemic. Like many others, we have had time deadline issues, technical issues, resource issues and many other challenges in getting the answers and information we need for our members to our members. However, the core teamwork of our staff has been there remotely as we share a culture of the common goal and mission, and getting things done for the good of the association- our community.

It is important to note that we do not do this alone, we do this by reaching out to our friends and colleagues in other associations and organizations, our workplace community. Consulting with others on how to cancel and reschedule our programs, how to deliver our messages in other ways, how to bring content to our members through webinars, and other platforms. These community networks and relationships we have built through VSAE and other similar organizations have been the lifelines we have needed and will continue to need in these times and in the future.

As we navigate forward, I urge you to lean on the VSAE community and to reach out to each other, whether it is to seek assistance or to lend support. In this next year, I hope to continue the work that has been done by the many wise leaders who have preceded me and to encourage all the members of the VSAE community to support each other, to strive for your best, to show your leadership, and to help each other to be the best at making associations the best and now more than ever, connecting, learning and leading. I look forward to seeing everyone in person in August at our rescheduled annual conference.

Henrico taps Yvette D. George to lead Human Resources



Henrico County has appointed Yvette D. George director of the Department of Human Resources, effective Monday, June 8.

George comes to Henrico from the Virginia Department of Transportation, where she has worked as human resources manager since April 2016. She will succeed Paula G. Reid in the position. Reid had led the county agency since 2011.

As director, George will head a department with 47 employees and a budget of more than \$6.8 million for the 2020 fiscal year. The department is responsible for the county's comprehensive personnel program, including employment and compensation management, benefits administration, employee development and organizational learning, fitness and wellness and health services.

Prior to her service with the Virginia Department of Transportation, George worked as a division chief and as interim deputy director of human resources for the City of Richmond. She previously served as the human resources manager for the ConnectCare project for the Bon Secours Health System in Marriottsville, Maryland and also held various human resources positions for Bon Secours in Richmond.

George earned a Bachelor of Science from Bluefield College and received a Master of Business Administration from Strayer University. She is a veteran of the U.S. Navy and holds the Professional in Human Resources certification.

Cooper Center Partnering with Department of Mines, Minerals and Energy to Offer “Solar Ready” Program for Virginia Localities

The Virginia Solar Initiative of the Center for Economic and Policy Studies at UVA's Weldon Cooper Center for Public Service is partnering with the state's Department of Mines, Minerals and Energy (DMME) to host a SolSmart Advisor Program in Virginia.

[SolSmart](#) is a national program that has helped more than 350 local governments in 41 states make it faster, easier, and more affordable for residents and businesses to go solar. The program is led by The Solar Foundation and the International City/County Management Association (ICMA), and is funded by the U.S. Department of Energy Solar Energy Technologies Office.

The no-cost solar technical assistance program empowers participating localities to expand their local solar markets and become “solar ready” by identifying and removing barriers to solar development at the residential, commercial, and utility scales. Localities that participate in the program and meet objective criteria have the opportunity to earn SolSmart Gold, Silver, or Bronze designation and national recognition.



Elizabeth Marshall and Carrie Hearne

“The Weldon Cooper Center for Public Service at the University of Virginia has a long history of working to make UVA's globally recognized expertise available to public officials and private citizens in efforts to improve public policy in the Commonwealth,” said **Larry Terry, Executive Director of the Weldon Cooper Center**. “Global warming presents us with a challenge that will require all hands on deck. The Cooper Center looks forward to being part of helping design climate friendly policy pathways.” “We are excited to work with UVA and the DMME to help more Virginia communities meet their clean energy goals through SolSmart,” said **Andrea Luecke, President and Executive Director at The Solar Foundation**. “Even in the wake of new challenges created by COVID-19, local governments are looking to clean energy to renew their economies and create high-quality jobs in the years ahead. With Virginia now poised to be one of the leading markets for solar energy growth, these expert Advisors will be helping communities succeed.”

As SolSmart Advisors, Virginia Solar Initiative's Senior Project Coordinator, **Elizabeth Marshall**, and DMME's Solar Program Manager, **Carrie Hearne**, will deliver research-based, industry leading best practices and technical support to help localities streamline their permitting, zoning, inspections, code needs, utility involvement and community involvement processes. Improving local processes saves time and money for local government staff and encourages more community members to adopt solar energy.

“Solar development is key in meeting Virginia's clean energy goals established in the Virginia Clean Economy Act,” said **DMME Director John Warren**. “DMME has expertise and is well positioned to serve our friends on the local level as we all work toward the transition to a clean energy grid. We are excited about our collaboration with the University of Virginia in developing and launching this program. Their technical advice will provide critical guidance and input needed to engage stakeholders and ensure program success.”

The Virginia Clean Economy Act requires that Virginia's electricity supply be carbon neutral by 2050.

William Shobe, Director of the Center for Economic and Policy Studies at the Cooper Center, commented, “With the passage of the Clean Economy Act, Virginia has moved into a leadership position in efforts to reduce and ultimately eliminate emissions that are contributing to global warming. Our work with DMME and the Solar Foundation will help chart a fair and cost-effective path to a clean energy future.”

Counties and municipalities interested in learning more about SolSmart, or who wish to express interest in participating should contact Elizabeth Marshall and Carrie Hearne by emailing vasolmart@virginia.edu.



ANNUAL CONFERENCE AND EXPOSITION | July 17-20, 2020

NACo cancels Annual Conference

Dear County Leader,

The safety and well-being of conference participants is our top priority. In light of the [coronavirus \(COVID-19\) pandemic](#) and after much thoughtful discussion, including concerns about large gatherings, the National Association of Counties (NACo) Board of Directors has made the difficult decision to cancel the [2020 NACo Annual Conference and Exposition](#) and proceed with a virtual Annual Business Meeting, including the election for 2nd Vice President, consideration of bylaws amendments and other association business.

We will hold the 2020 NACo Annual Business Meeting on Monday, July 20 at 2 p.m. EDT on a secure online platform with the ability of our members to vote in accordance with our bylaws. Participation in the virtual Annual Business Meeting will be completely free for all NACo members, but registration is required. [Click here](#) to register for the virtual Annual Business Meeting. Voting delegates must complete the credentials form as part of this registration process.

We are also planning to host a **virtual membership town hall meeting on Monday, July 13, at 4 p.m. EDT** that will include:

- 2nd Vice President candidates forum
- Overview of proposed bylaws amendments
- Status report on voting delegate credentials totals
- Review of NACo policy resolutions

We are developing innovative ways to continue to support counties, deliver resources and exchange solutions to the many challenges and opportunities we face.

During this unprecedented public health emergency and economic crisis, it is more evident than ever that counties matter. Thank you for your service, and I look forward to seeing you virtually in July.

The Honorable Mary Ann Borgeson
NACo President
Commissioner, Douglas County, Nebraska

[Frequently Asked Questions](#) | [Register for the Virtual Annual Business Meeting](#)

Modified Policy Process

Given this unprecedented situation, the NACo Board will facilitate an expedited policy process.

- In July, the NACo Board will consider a motion to approve a package of 161 resolutions until the 2021 NACo Annual Conference. The package will include the 125 resolutions approved at the 2019 Annual Conference and the 36 interim resolutions approved at the 2020 Legislative Conference.
- The NACo Executive Committee and the 10 policy steering committee chairs will recommend to the NACo Board any NEW emergency resolutions submitted by NACo member counties.

More information is forthcoming on submitting proposed emergency resolutions.

Questions?

We are happy to help. Please email nacomeetings@naco.org or call 202.942.4292.



NACo Leadership Academy to Kick off Summer Cohort, Scholarships Available

The National Association of Counties (NACo) is starting its next cohort of the 100% online NACo Leadership Academy on August 3 and there are over 70 \$1,500 First-Participant Scholarships still available for Virginia Counties!

This 12-week, online leadership development program offers commissioners, chairs, department directors, and other county leaders curriculum in best practices in leadership, organizational development and change management, negotiation and collaboration, effective business communication, and delivery of increased value from high performance county management. Content was developed collaboratively through [Professional Development Academy](#), Fortune 1000 executives, public sector leaders, and world-renowned academics and thought leaders including General Colin Powell and Dr. Marshall Goldsmith. The program was designed specifically for the unique challenges and opportunities participants encounter through their service in county government.

A county commissioner who graduated from the Academy in November 2019 had this to say: “it opened my eyes to better thinking of my role as a leader, which I had not taken the time to do. It broadened my thinking about my influence on others, both elected, and non-elected department directors, as well as my influence on the general atmosphere of our county environment. I’m excited to see improvements that I can make.”

To date, 18 of Virginia’s 95 counties have participated in the program since its inception in 2018.

NACo is currently enrolling for the August 3rd cohorts, and is offering counties scholarships ranging from \$300-\$1,500 to assist with enrollment.

For more information on the program including curriculum visit: <https://www.naco.org/skills>.

To claim your scholarship and for more information, contact Craig Patenode at craigp@pdaleadership.com.

WAYPOINT

There's nothing quite like launching a novel business designed to strengthen local governments than during a global *novel coronavirus* pandemic. As with all things though, it's an opportunity for us to do better and serve communities more efficiently.

To that end, we've transformed our operational assessment tool from an interview-based platform to a written survey instrument to minimize staff time and maximize efficiency. Information on the new Assessment Survey can be found at <https://waypt360.com/assessment/>. The survey takes less than an hour per service area and helps us understand how operational issues are handled, identifies major challenges, and provides other service delivery information. This enables us to match needs with industry solutions resulting in significant cost avoidance or savings and increased performance. No matter how good you are, there is always room for improved success!



For a self-assessment, please contact darren@waypt360.com.

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As the country begins to reopen, OMNIA Partners is available to help source your most crucial needs. **Per the Office Depot contract, there are KN95 masks and 3 ply masks available.**

These masks are currently located in two distribution centers in Los Angeles, CA and Chicago, IL. Products are ready to be shipped.

If you have a need for these masks or other [PPE products](#) please reach out below.

Frank Radcliff
 Member Development Manager – Mid-Atlantic
 OMNIA Partners, Public Sector
 615-651-7803 Office
Frank.Radcliff@omniapartners.com



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<p>DISPOSABLE FACE COVERING</p> <p>Equip your staff with nonwoven, nonsterile 3-ply disposable face coverings.</p> <ul style="list-style-type: none"> • Size: 9.2" x 17.5 cm • Qty: 50 Disposable Face Coverings 	<p>KN95 DISPOSABLE FACE MASKS</p> <p>Provide comfort with masks that feature elastic ear loops and a soft nose bridge that is designed to fit the face.</p> <ul style="list-style-type: none"> • Folding Size: 10.6" x 16.6 cm • Material: PP Nonwoven, Multi-Row, Soft Cotton • Type: Ear Loop, Foldable, Anti-Fog • Layer: 4 • Qty: 20 Disposable Face Masks 	<p>FACE SHIELDS</p> <p>Help provide a physical barrier from sneezing, coughing and splashes. Optimal for areas with crowds.</p> <ul style="list-style-type: none"> • Size: 13" Length 18.66" Width 1 0.2 mm Thickness • Weight: 6 g • Materials: PET • Qty: 12 Face Shields
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Government Resources can be found here:

www.efleets.com/en/build-a-better-fleet/enhance-a-government-fleet.html

VIRGINIA REPRESENTATIVES

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Account Executive

Enterprise Fleet Management

(757) 329-3211 Direct

Eddy.R.Simon@efleets.com

Marty Linsky (Northern Virginia Contact)

Account Executive

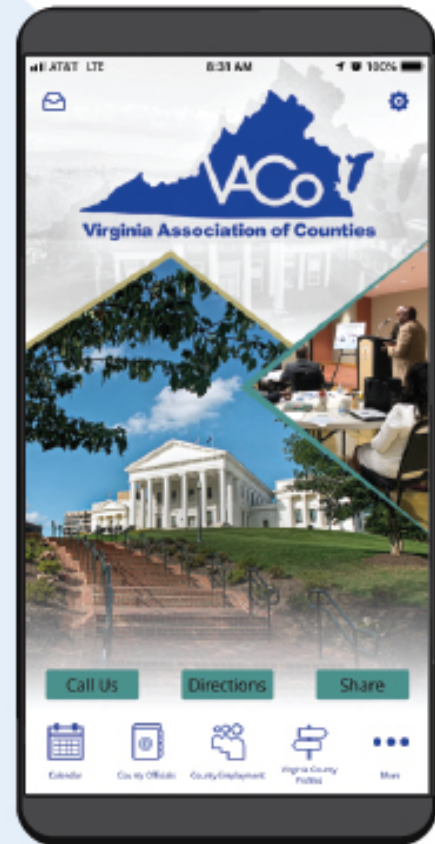
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DOWNLOAD

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:

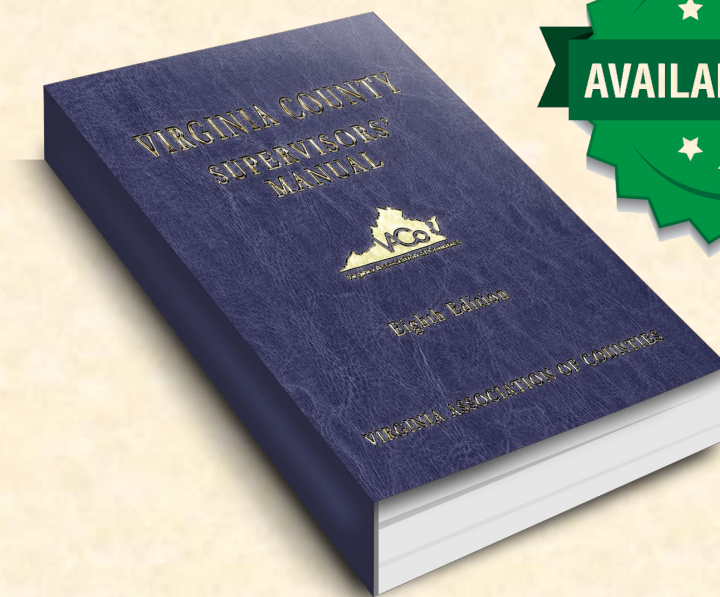
- * VACo Events Registration and Info
- * VACo Member Directory
- * Legislative News and Alerts | Capitol Contact
- * VACo Chat
- * County Pulse Podcast
- * Employment Opportunities

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
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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).



GIS PROGRAM

MANAGER | Campbell County | Posted May 15



BUILDING MAINTENANCE

LEADER | James City County | Posted May 15



SECURITY & CUSTODIAL

SUPERINTENDENT | James City County | Posted May 15



ANIMAL CONTROL

OFFICER | James City County | Posted May 15



MAINTENANCE

SPECIALIST | Frederick County | Posted May 14



now joined with

COUNTY

ADMINISTRATOR | Goochland County | Posted May 13



BUILDING

DEVELOPMENT DIRECTOR/BUILDING OFFICIAL | New Kent County | Posted May 13



DIRECTOR OF COMMUNITY

CORRECTIONS | Prince Edward County | Posted May 12



COMBINED BUILDING/

EROSION & SEDIMENT INSPECTOR | Charles City County | Posted May 12



UTILITY MAINTENANCE

WORKER OR TECHNICIAN | Gloucester County | Posted May 11



FIREFIGHTER/

EMERGENCY MEDICAL TECHNICIAN | Albemarle County | Posted May 8



STRATEGIC SOURCING &

CONTRACT OFFICER | Albemarle County | Posted May 8



DIRECTOR OF ECONOMIC

DEVELOPMENT & TOURISM | Clarke County | Posted May 8



UTILITY LOCATOR

James City County | Posted May 8



EXECUTIVE DIRECTOR

James City County | Posted May 8



DENTAL ASSISTANT

James City County | Posted May 8



CLINICAL ASSISTANT

James City County | Posted May 8



CITY MANAGER

Lynchburg | Posted May 7



DIRECTOR OF FIRE AND

EMERGENCY MEDICAL SERVICES | Prince George County | Posted May 6



ADMINISTRATIVE/

LEGAL ASSISTANT | Cumberland County | Posted May 6



COUNTY

ADMINISTRATOR | Prince Edward County | Posted May 6



COUNTY

ADMINISTRATOR | Powhatan County | Posted May 5



PROBATION OFFICER

Prince Edward County | Posted May 4



COUNTY ADMINISTRATOR | King William County
| Posted May 4



PLANNING & ZONING ADMINISTRATOR | Town of Windsor
| Posted May 1



PLAN EXAMINER | Isle of Wight County
| Posted May 1



DETENTION OFFICER | Caroline Detention Facility
| Posted May 1



COUNTY ATTORNEY | Accomack County
| Posted May 1



BENEFIT PROGRAMS SPECIALIST II | New Kent County
| Posted May 1



COMMUNICATIONS OFFICER | Montgomery County/NRV Emergency Communications Regional Authority
| Posted April 29



DIRECTOR OF OPERATION | Virginia Peninsula Public Service Authority
| Posted April 28



RECYCLING ATTENDANT & ALTERNATE RECYCLING ATTENDANT | Montgomery County
| Posted April 27



DIRECTOR OF FINANCE | Caroline County
| Posted April 27



SENIOR UTILITY MAINTENANCE TECHICIAN | Gloucester County
| Posted April 27



ASSISTANT DIRECTOR OF UTILITIES | Gloucester County
| Posted April 27



CUSTODIAN | Gloucester County
| Posted April 27



REAL ESTATE APPRAISER II | Fairfax County
| Posted April 23



DEPARTMENTAL SYSTEMS ANALYST | City of Harrisonburg
| Posted April 23



BUILDING MAINTENANCE MECHANIC | Prince George County
| Posted April 23



DEPUTY SHERIFF (CORRECTIONAL UNITY/EMT-MEDICAL TEAM) | Montgomery County
| Posted April 23



MAINTENANCE TECHNICIAN | Augusta County Service Authority
| Posted April 23



DIRECTOR OF SOCIAL SERVICES | Fauquier County
| Posted April 16



DEPUTY COUNTY ADMINISTRATOR | Fauquier County
| Posted April 16



COUNTY ADMINISTRATOR | Sussex County
| Posted April 15



FISCAL/PURCHASING ASSISTANT | King & Queen County
| Posted April 14

VALUE OF VACo



ADVOCACY

VACo's lobbying efforts have helped stem the tide of unfunded mandates and have saved Counties millions of dollars every year.



EDUCATION

Our educational programs offer County leaders and staff opportunities to become more effective in their communities.



MEMBERSHIP ENGAGEMENT

Some of VACo's best moments are when members convene and work to improve communities all over the Commonwealth.



BUSINESS DEVELOPMENT

Our business development opportunities offer savings and innovative approaches to delivering services at the County level.

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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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