



POWER ON WITH US AT THE
2020 VACo ANNUAL CONFERENCE

SEE YOU ON
NOVEMBER 9-11, 2020

Contact Valerie Russell (vrussell@vaco.org) for more information

Cigarette Tax Work Group Issues Final Report; VACo Holds Workshop on Implementation



Legislation enacted in 2020 that authorizes all counties to impose cigarette taxes at a rate of up to 40 cents per pack, beginning July 1, 2021, directed the formation of a workgroup by the Department of Taxation to examine modernizing the process of cigarette tax collection. Representatives of the Virginia Wholesalers and Distributors Association (VWDA) have long advocated for streamlining the process of collection and enforcement of cigarette taxes and have expressed concerns about the complexity of applying the current system, which involves the use of tax stamps to document the payment of state and local taxes, to the 93 counties that will be able to exercise this new authority in July.

The Department [held initial conversations with interested stakeholders over the summer](#), and hosted a virtual meeting of all stakeholders in mid-October to discuss potential options. At the mid-October meeting, VWDA representatives advocated for a requirement that counties seeking to impose a cigarette tax join a regional tax board, similar to what exists in northern Virginia with the Northern Virginia Cigarette Tax Board, which provides tax stamps to wholesalers and collects and distributes cigarette tax revenues to its member jurisdictions. While VACo does not support mandating participation in a regional board, responses to a survey of county administrators that VACo conducted over the summer indicate that some counties are interested in exploring regional collaboration as a way to share enforcement costs among multiple jurisdictions. The workgroup's final report was issued last week and is available [at this link](#); among its findings is a recommendation that local governments and other interested parties work together to make the local taxation of cigarettes as efficient as possible.

VACo hosted an online workshop on November 5 for county administrators and other county staff and officials to allow an opportunity to discuss implementation of the new authority. York County's Deputy County Administrator, Vivian McGettigan, presented information on how the county developed its revenue estimates. King George County Administrator Neiman Young, Rockbridge County Administrator Spencer Suter, and Wythe County Administrator Stephen Bear discussed the status of implementation efforts in their respective counties. The Administrator of the Northern Virginia Cigarette Tax Board, Deborah Cannon, provided an overview of her Board's role in collection and enforcement of cigarette taxes for its 19 member jurisdictions in Northern Virginia, including how the Board allocates costs among its members. Materials from the meeting will be shared with county administrators and VACo stands ready to assist its members in working through implementation issues.

VACo Contact: [Katie Boyle](#)

Stanley named as new Prince Edward County Administrator



Story reprinted with permission from The Farmville Herald

The Prince Edward County Board of Supervisors appointed Douglas P. Stanley on Thursday, October 22, as the county's new county administrator and clerk to the board effective November 16. The county press release stated Stanley brings with him more than 25 years of local government experience, including 20 years as county administrator in Warren County.

"The county received many, well-qualified applicants from across Virginia," Board Chair Jerry Townsend said. "Mr. Stanley's experience set him apart from a diverse field of candidates."

"The Board of Supervisors voted unanimously to appoint Mr. Stanley and has tremendous confidence that his background, skills and obvious dedication will help us move Prince Edward County forward and enable us to execute the county's strategic plan."

During his time as county administrator in Warren, Stanley worked with the Board of Supervisors to maintain one of the lowest real estate rates in the region, while addressing capital needs deficiencies. He worked with the county's financial adviser to improve the county's credit rating from unrated to a strong investment grade. During his tenure more than \$1.25 billion in new investment and more than 2,500 jobs were added to the local economy.

"I want to thank the Prince Edward County Board of Supervisors for their faith in selecting me to be the next county administrator for Prince Edward County," Stanley said. "I am honored that the board has entrusted me with this responsibility to lead the staff in carrying out the board's goals and vision."

Prior to serving as county administrator, Stanley was the zoning administrator and, subsequently, planning director for Warren County. He served as board chairman on the Rappahannock Shenandoah Warren Regional Jail Authority from 2012-20.

Stanley holds a Bachelor of Arts degree in geography from Mary Washington College, as well as a master's degree in urban and regional planning from Virginia Commonwealth University.

Additionally, he earned a graduate certificate in public administration from Shenandoah University and attended the Senior Executive Institute at the Weldon Cooper Center.

Stanley also holds the distinction of being an International City/County Management Association Credentialed Manager.

During his tenure in Warren County he served as a volunteer youth soccer coach and as a member of numerous community organizations.

"Prince Edward has a rich and culturally diverse history and is a community with tremendous potential," he continued. "I look forward to working with each of the board members, staff, the Town of Farmville, Hampden-Sydney College, Longwood University and other community leaders in the coming years to broaden the local tax base, create employment opportunities and improve the quality of life for the entire community."

Stanley is a native of Middlesex County. His wife, Jenny, a middle school English teacher, and his children, Jenna, a first-year student at the University of Virginia, and Whill, a seventh grader, are excited to explore the history and the outdoor recreational opportunities of the area.

"Having grown up in a small town and worked on a farm during my youth, I appreciate what Prince Edward offers, and my family and I look forward to this great opportunity that the next chapter in life brings," Stanley said. "For me it is not simply the job, it is about getting involved and becoming part of the community. I look forward to meeting citizens and stakeholders and becoming an active participant in the Prince Edward/Farmville community."

"I have a proven track record of 20-plus years of local government management experience having been successful in Warren County, Virginia, in helping the community rebuild its tax base, improve its infrastructure and build strategic relationships with community partners and stakeholders," he added. "I am proud that Warren County is today a stronger, more vibrant and economically resilient community, and I look forward to bringing that experience to Prince Edward."

Virginia Commission on Youth Accepting Public Comment on Draft Recommendations



COMMONWEALTH OF VIRGINIA

Commission on Youth

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The Virginia Commission on Youth is concluding two studies and seeking public comment on proposed recommendations.

The first study examined the potential benefits and drawbacks of establishing guardianship of a minor by court petition as a legal arrangement that could assist in supporting relatives or other caregivers in providing care for children who otherwise may be placed in foster care. Proponents of such arrangements contend that they allow a caregiver (often a grandparent or other relative) to make certain decisions on behalf of the child, such as school enrollment, without the formality of obtaining permanent custody of the child. The workgroup that was convened to discuss the issue did not reach consensus on pursuing changes to Virginia's system; one of the proposed recommendations is the convening of a new study group that would include members of the family bar and representatives of the judiciary in addition to other interested parties.

The full list of recommendations from the guardianship study may be found at this link: <http://vcoy.virginia.gov/Study%20on%20Legal%20Guardianship%20draft%20recommendations%20for%20COY%202020.pdf>.

The second study reviewed the delivery of education in juvenile detention centers, with an eye towards potential cost savings and economies of scale as the population of children in juvenile detention centers has declined in recent years. However, the provision of education in these centers can be challenging, as the youth served vary considerably in their educational backgrounds and time spent in the facilities, and may have extensive educational and emotional needs. The workgroup proposed 11 recommendations, including updating student/teacher ratio requirements, examining potential cost savings from the use of part-time teachers and administrators or teachers with license endorsements in multiple subject areas, and requiring school boards to provide for seamless transitions back to local school divisions for children returning from juvenile detention centers.

The full list of recommendations from this study may be found at this link: <http://vcoy.virginia.gov/Study%20on%20Education%20in%20Local%20Detention%20Centers%20draft%20recommendations%20for%20COY%202020.pdf>

Public comment must be received by 5p.m. Wednesday, December 2, 2020. Comments may be submitted by email to Executive Director Amy Atkinson at aatkinson@vcoy.virginia.gov. Comments may also be submitted via postal mail to the Commission on Youth, 900 E. Main Street, Floor 11, Richmond, VA 23219, or faxed to 804.371.0574.

Public comment received by the deadline will be considered at the Commission's December 9 meeting.

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



Visit Fauquier County and the Fauquier History Museum at the Old Jail

The Fauquier History Museum at the Old Jail, formerly the Fauquier County Jail, is now the home of the Fauquier Historical Society.

Built in 1808, the front portion of the jail contained four cells, each of which was approved to house 40 prisoners.

In 1823, a new stone jail complete with hanging / exercise yard, was built to the rear of the older structure and the 1808 jail converted to a house for the jailor. Operated as a jail until 1966, this is one of the most perfectly preserved old jails in the Commonwealth.

The jail buildings now feature displays concerning the history both of the jails and Fauquier County as a whole.

Some of the featured exhibits at the Fauquier History Museum at the Old Jail include:

The Civil War | WWI & WWII | Maximum Security Cell Block | John S. Mosby | Black Horse Cavalry | A Colonial Kitchen | Warrenton Businesses

SOURCE: [Virginia is for Lovers](#)

VACo ANNUAL CONFERENCE

MONDAY, NOVEMBER 9, 2020 | NOON



Governor Ralph Northam

[REGISTRATION FORM](#) | [ONLINE REGISTRATION](#) | [DRAFT AGENDA](#)

Virginia Association of Counties 2020 Annual Conference Virtual Agenda

Monday, November 9

- | | |
|-------------|--|
| 9am | VACo Board of Directors Meeting |
| Noon | Governor Ralph Northam |
| 2pm | Breakout Session: State Budget Update
Jim Regimbal Principal Fiscal Analytics
What is the state of Virginia's economy after seven months of the COVID-19 pandemic, and what can we expect in the months to come? How can local governments position themselves to prosper in the post-pandemic economy? This session offers analysis of the General Assembly's actions to rework the state biennium budget during the special session and looks ahead to the major issues at play as the Governor and legislature consider additional revisions in the 2021 session. |

Tuesday, November 10

- | | |
|--------------|--|
| 930am | Breakout Session: Economic Development and Workforce Development – Coming Out of the Pandemic
Stephen Moret CEO & President Virginia Economic Development Partnership
Erik Johnston Director Virginia Department of Housing and Community Development |
|--------------|--|

Enterprise Fleet Management leases new cars to police department



By Nate Delesline III | The Smithfield Times
Story reprinted with permission from The Smithfield Times

Over the next five years, the Smithfield Police Department's vehicle fleet will shift from mostly owned to mostly leased through Enterprise Fleet Management under a plan approved by Town Council at its Oct. 6 meeting.

Discussions about updating the fleet began this summer.

According to the Public Safety Committee, the age of the vehicles used by the police department "is negatively impacting the overall budget and fleet operations." At current acquisition rates, it would take 11 years to replace the entire police fleet. By partnering with Enterprise, town officials say they'll better leverage buying power, minimize operational spending and lower the cost of vehicle ownership.

The Smithfield Police Department currently owns 34 vehicles; 22 are assigned to officers as patrol cars, according to Deputy Chief Chris Meier. Four vehicles are spares. The town also has four motorcycles, an Emergency Response Team vehicle and an administrative vehicle.

The current average fleet age is about six and a half years old. By taking measures that include shortening the police department's vehicle life cycle from about 10 years to five years and reducing maintenance, the town anticipates saving \$307,687 over 10 years. Chief Alonzo Howell told the committee localities he spoke with that use the lease program had positive feedback.

Only the 22 patrol vehicles will be leased, and they will not all be replaced at the same time, Meier said.

"The next step is for Enterprise to set up our account, and then we will order vehicles," Meier said in an email. "Once ordered, we should take receipt in around 90 days." After the lease program is implemented, Meier said two of the spare vehicles and a motorcycle will be removed from the fleet.

"We will not be replacing these vehicles," Meier said.

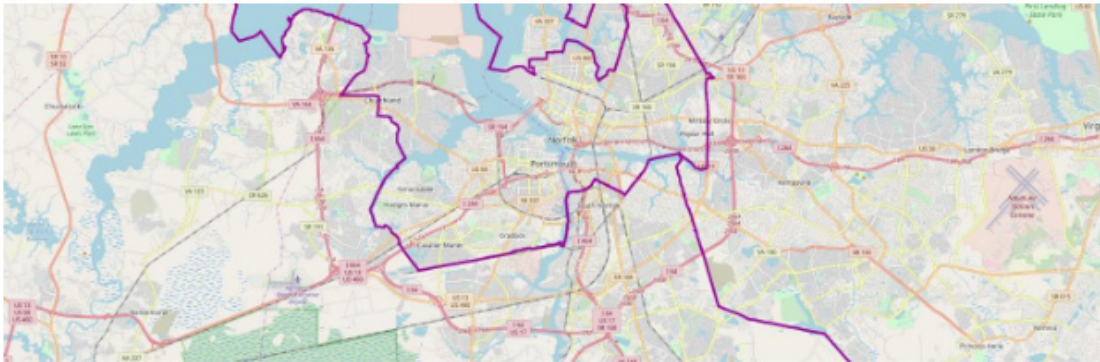
A 2011 Ford Explorer assigned to an investigator is among the department's older cars in regular use. Meier said the department's highest mileage vehicle is a 2013 Ford Taurus with 143,068 miles. In addition to being more fuel efficient, new cars will also improve officer safety, according to the Public Safety Committee. That's because 23 vehicles in the current fleet lack standard backup cameras, six don't have standard electronic stability control and one vehicle doesn't have antilock brakes.

The department bought two police-spec Ford Explorer SUVs last year, but Dodge Charger sedans make up a large part of the current fleet. "We are in the process of switching our fleet from sedans to SUVs," Meier said.

"At the end of the lease the town will have the option to cut a check for the remainder of the amount owed and purchase the vehicle or to have Enterprise sell the vehicle," Meier said. "Enterprise will sell the vehicle at fair market value with the sale funds being credited back to the town." Under the old approach, when a police vehicle was decommissioned, it would be auctioned off, usually selling for pennies on the dollar.

Council unanimously approved the police car decision as part of a package of consent agenda items. Issues handled through the consent agenda are usually approved without in-depth public deliberation.

Guide to Local Redistricting for 2021 Released



Guide to Local Redistricting for 2021

The Virginia Division of Legislative Services has released its *Guide to Local Redistricting for 2021*, a publication that provides an overview of the laws governing redistricting at the local and state level. The Division of Legislative Services has historically produced the *Guide* prior to each redistricting cycle as a resource for local officials. The 2021 edition may be found at <http://dls.virginia.gov/pubs/redist/Redist2021.pdf>.

Other preparations for decennial redistricting are also underway at the state level. The Joint Reapportionment Committee, which is composed of a subgroup of legislators from the House and Senate Privileges and Elections Committees, met on October 13 and received a briefing from Legislative Services staff on their work to secure software and office space and to provide updated information to the Census Bureau on existing precincts. Legislation passed in 2020 requires that individuals incarcerated in federal, state, or local correctional facilities whose address at the time of incarceration was located in Virginia be counted at that home address for redistricting purposes, and Legislative Services staff have been working with the Department of Corrections and the State Compensation Board to obtain necessary data to make these adjustments. Staff also provided an update on the status of Census data collection and advised legislators that potential delays in receipt of Census data may result in a compressed timeline for redistricting or require judicial action to delay redistricting beyond 2021.

VACo Contact: [Katie Boyle](#)



Please note that VACo bylaws changes will be up for membership vote at the VACo Annual Business Meeting on Wednesday, November 11 at 10am. The meeting will be held on a Webex virtual platform. A copy of the current bylaws can be found [here](#) and the [proposed amendments](#) as recommended by the VACo Board of Directors are as follows in red:

The amendments are as follows in red.

ARTICLE V MEMBERSHIP DUES

Section 2. *Delinquency*. No County whose membership dues are not fully paid at least prior to the date of the annual Business meeting shall be considered in good standing or entitled to vote at such meeting **unless emergency conditions exist and an agreement has been made by the County to pay in full by the end of the fiscal year.**

ARTICLE VI MEETINGS OF THE MEMBERS AND VOTING

Section 1. *Annual Business Meeting*. At least one Annual Business Meeting of the members of the Association shall be held each year at such place and on such dates as may be determined by the Board of Directors. **The Annual Business meeting may be held by conference call or other electronic means and votes may be taken.**

ARTICLE IX BOARD OF DIRECTORS

Section 6. *Meetings*. The Board of Directors shall hold quarterly regular meetings at such time and place as the Board may prescribe. Notice of all such meetings shall be given to the members not less than thirty days before the meeting is held. Special meetings of the Board may be called by the President or at the request of any three Directors elected from separate Regions of the Association. **Meetings of the Board of Directors may be held by Conference call or other electronic means and votes may be taken.**

ARTICLE XVII AMENDMENTS

Section 3. *Emergency Amendment Provisions*. **If emergency circumstances exist making it impracticable to amend the bylaws at the Annual Business Meeting or special meeting of the Association, the Board of Directors may modify the bylaws subject to ratification by the Membership at the next Annual Business Meeting.**

VACo releases 2021 Preliminary Legislative Program



VACo has released its [2021 Preliminary Legislative Program](#), which was drafted through VACo's steering committee process. The document includes a host of important and timely proposed policy statements including language pertaining to K-12 education funding, local taxing authority, stormwater regulations, land use planning, transportation, broadband, health and human resources and other local budget and legislative issues.

Click on the link to read the [2021 Preliminary Legislative Program](#).

The 2021 Legislative Program will be adopted on November 11 during the Annual Business Meeting at the [VACo Annual Conference](#).

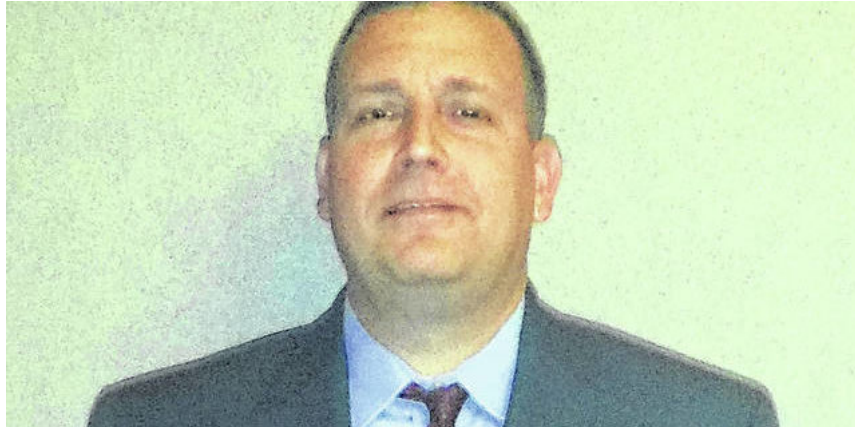
VACo's seven steering committees will finalize and adopt their policy sections during virtual meetings. The Board of Directors will serve as the Resolutions Committee this year and will ratify the Legislative Program on November 9. VACo's membership will vote to adopt the Final Legislative Program on November 11.

VACo members are encouraged to continue to add their input to this document by working through their county's legislative process and the VACo steering committee process to put forward suggested changes to VACo's 2021 Legislative Program.

For questions regarding VACo's legislative process, contact Dean Lynch at dlynch@vaco.org or 804.343.2511.

VACo Contact: [Dean Lynch, CAE](#)

Carroll hires Watson as county administrator



By [Allen Worrell](#) | The Carroll News
Story reprinted with permission from The Carroll News

Carroll County has hired long-time Bluefield, Va. Town Manager Michael Watson to be its new county administrator.

Watson, who has served as Bluefield's town manager for the past 11 years, was introduced as Carroll's new administrator during the Carroll County Board of Supervisors' Oct. 13 meeting. Cellell Dalton has served as interim county administrator for Carroll County since July of 2019. Dalton was named to the interim role after former county administrator Steven Truitt resigned in May of 2019.

"Back in June we started a search for our county administrator to relieve Mr. Dalton of his temporary duties he started about 17 months ago," Carroll County Board of Supervisors' Chairman Dr. Tom Littrell said. "He thought he would be here for a few months and it's been over a year. Tonight we have reached the conclusion of that search."

Supervisor Robbie McCraw offered a motion for the county to enter into an employment contract with Watson for the county administrator's position. Supervisor Rex Hill seconded the motion, which passed unanimously.

"We are certainly pleased to have Mike on board and welcome him to Carroll County," Littrell said.

Watson has been employed by the Town of Bluefield, Va. since 2004 and he has served as town manager for the past 11 years. During those 16 years with Bluefield, Watson has held various positions and served the community in many ways, Littrell said. Watson has lived in Bluefield for the past 37 years and he attended Bluefield State College, where he received his Bachelor's of Business Administration with specialization in management and marketing. He received a dual master's degree from King University in human resource management and finance. He has been recognized as a credentialed manager by the International City Management Association. He's also been honored as a Paul Harris Fellow by the Bluefield Rotary Club and Watson has two sons who attend Concord University.

"I just want to thank you for giving me the opportunity. I really enjoyed the process, learned a lot about Carroll County and I look forward to it. I am extremely excited," Watson said. "I see all the things you have to do and hopefully I can be a part in the future. I plan on making a home of it here. It's a little different. You are leaving a community that you have always been, looking forward to another community, and I think this is the one I found. I think I am going to be happy here...I do appreciate the opportunity and I look forward to working with everyone."

Littrell said Watson will begin his duties as Carroll County's Administrator on November 9.

At the conclusion of the meeting, during Administrator's Time, Dalton gave a ringing endorsement of Watson for the county administrator position.

"I think you all have made a wonderful choice in the new county administrator. Mr. Mike will do you a great job for a long period of time," Dalton said. "I think you all went through the process a little slower than I would have liked, but you have done a good job with that and everybody in the county will be thankful with the selection you have made."

Matthew Hankins Hired as Assistant County Administrator for Wythe County



The Wythe County Board of Supervisors and County Administrator Stephen Bear are pleased to announce Matthew Hankins as the new Assistant County Administrator for the Southwest Virginia locality. Hankins comes to Wythe County after most recently serving as Assistant Town Manager for the community of Rocky Mount, Virginia.

County Administrator Bear noted, "We were truly fortunate to have received several applications from individuals with years of local government administrative experience. I am excited to have Mr. Matt Hankins as our new Assistant County Administrator. He has worked in local government for nearly two decades with experience in every facet of governmental operations and will immediately be an asset to Wythe County."

Bear's comments were echoed by Brian W. Vaught, chairman of the Wythe County Board of Supervisors, who said, "The Board of Supervisors is excited to fill this position. Mr. Hankins' arrival will allow the county administrator to focus on the larger picture of county government without having to be mired in the weeds of day to day office management. We feel that he shares our Southwest Virginia values and vision for the future."

During his thirteen years of service at Rocky Mount, Hankins was involved with planning and zoning administration, oversight of public works, public utilities, and economic development recruiting. A major highlight includes development of the Harvester Performance Center, a 460-seat music venue.

County leaders say Hankins' experience and knowledge will immediately be used on several ongoing Wythe County projects including broadband expansion, water service expansion, updating the Comprehensive Plan, and continued economic recruitment.

Originally from Tazewell County, Hankins is a 1994 graduate of Emory & Henry College, where he remains the stadium voice for Wasps football games.

"I'm thrilled with this chance to return to my Southwest Virginia roots because Wythe County has tremendous opportunity for growth across economic sectors," Hankins said, adding, "It is exciting to join a strong team that is so well prepared to attract job-creating investment. I look forward to working with the public, County Administrator Bear, our staff, the Board of Supervisors, the Towns of Wytheville and Rural Retreat, as well as our partners in local business and industry to improve daily life for Wythe County residents."

Hankins, 48, is the father of three is a former volunteer firefighter. He began work on October 19, 2020.

Alexandre Espinosa appointed as Loudoun's New Chief Financial Officer



Following a national search, Alexandre A. Espinosa has been appointed as Loudoun County's chief financial officer (CFO) and director of the Department of Finance and Budget, effective January 7, 2021, County Administrator Tim Hemstreet announced Friday.

Espinosa has extensive financial and local government experience. He comes to Loudoun from Stafford County, Virginia, where he has served as CFO and director of the Department of Finance and Budget. He previously worked in Montgomery County, Maryland, for more than twenty years, serving in several budget and finance capacities, rising to director of the Department of Finance in 2016. Prior, Espinosa held a budget analyst position in the Miami-Dade County, Florida, Office of Management and Budget.

"We are very pleased to find such a highly experienced professional to serve the residents of Loudoun County," said Hemstreet. "Mr. Espinosa's more than 25 years of experience in finance and budget and accomplishments in local government stood out among a pool of exceptional candidates."

As Loudoun County CFO, Espinosa will oversee the county's financial strategy and operations under the direction of the county administrator and guidance of the Board of Supervisors.

As director of the Department of Finance and Budget, he will oversee the planning, directing, coordinating and supervising of the county's budgeting, capital improvement planning, long-term financial planning, accounting, auditing, cash flow, capital financing, payroll and procurement. The department also supports county agencies and Constitutional Officers in the provision of services to the residents and businesses of Loudoun County by managing internal, organization-wide processes.

Espinosa holds a bachelor's degree in foreign service from Georgetown University. He also has a master's in public policy from Harvard University's John F. Kennedy School of Government.



**COUNTY OF FAUQUIER
OFFICE OF THE COUNTY ADMINISTRATOR**

PAUL S. McCULLA
County Administrator

10 Hotel Street, Suite 204
Warrenton, Virginia 20186
PHONE 540-422-8001
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ERIN M. KOZANECKI
Deputy County Administrator

PRESS RELEASE

Contact:

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Deputy County Administrator
Fauquier County Government
10 Hotel Street
Warrenton, Virginia 20186
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FOR IMMEDIATE RELEASE

October 22, 2020

Henty Named County Office of Management and Budget Director

Warrenton, Virginia –

Today, Fauquier County Deputy Administrator Erin Kozanecki announced that Lisa Henty has been named the Office of Management and Budget Director for Fauquier County. Ms. Henty most recently served as the City of Alexandria's Assistant Director of Budget and Management since September 2017. Ms. Henty will begin her new role with the County on December 7, 2020.

Ms. Henty received her Masters of Public Administration from the Maxwell School at Syracuse University and her Bachelor's degree from Colgate University. Ms. Henty has over ten years of local government budget experience including time at City of Alexandria; City of Durham, North Carolina; Orange County, North Carolina; and Albany County, New York. She brings a wealth of knowledge working collaboratively with local government agencies to develop and present budgets, strategic, and financial planning initiatives to local government leaders and citizens.

In naming Ms. Henty as Office of Management and Budget Director, Deputy County Administrator Erin Kozanecki stated: "We are very excited to have Lisa join the Fauquier County team and our Budget department. Her work and continuing education in local government budgeting make her an excellent candidate for this position. She is known for her collaborative work style that focuses on organization-wide success that will be a great asset for the County."

(ENDS)



Local Government Attorneys of Virginia, Inc.

2020

WALTER C. ERWIN, III SPECIAL PROJECTS AWARD

The Local Government Attorneys of Virginia, Inc. recognizes its members who have performed work on a LGA project or other project of significant importance to the LGA or local government generally. The purpose of the award is to encourage greater service to LGA and/or local government. This award category was established in 2003 and renamed in 2020 in honor of Walter C. Erwin, III.

Recipients of the **LGA SPECIAL PROJECTS AWARD** have been eligible attorneys or projects that have made significant contributions based on the evidence of effectiveness and success of the project, including scope, importance, duration of benefits derived by LGA or local government, and membership involvement.

In 2020, the pandemic caused by Covid-19 exacerbated the challenges and stresses placed upon the operation of local governments. Local government attorneys were at the forefront in crafting solutions to these challenges and stresses. Of immense assistance in that battle was the guidance that the Ad Hoc Committee on Covid-19 provided, and continues to provide, on matters such as the continuity of government, workplace safety, FOIA, employment law, and tax issues.

Therefore, it is with great appreciation that the Local Government Attorneys of Virginia, Inc., presents the **2020 Walter C. Erwin, III Special Projects Award** to the **Ad Hoc Committee on Covid-19**.

Sharon E. Pandak, Chair

James E. Barnett

Phyllis A. Errico

Michelle M. Gowdy

G. Gregory Kamptner

Jan L. Proctor

Leo P. Rogers

Rebecca B. Randolph

LOCAL GOVERNMENT ATTORNEYS ASSOCIATION HONORS MEMBERS

The Local Government Attorneys of Virginia, Inc. (LGA), held a virtual fall conference October 15 and 16. During the conference, LGA awarded its two highest honors, the Finnegan and Cherin awards, and recognized the contributions of Walter C. Erwin, III and its COVID-19 ad hoc committee.

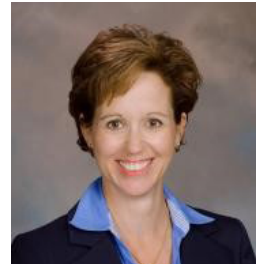
2020 EDWARD J. FINNEGAN AWARD FOR DISTINGUISHED SERVICE

LGA awarded its highest honor, the Edward J. Finnegan Award for Distinguished Service, to Tara A. McGee, County Attorney for Goochland.

The Finnegan Award recognizes Tara McGee for her significant and sustained contributions to Virginia local government law and LGA. Ms. McGee began her local government career with Chesterfield County in 1995 and became County Attorney for Goochland in 2017. Throughout her career, she has always shown the utmost professionalism, the highest standard of conduct, honor, integrity, courtesy, and service to her clients and the legal community.

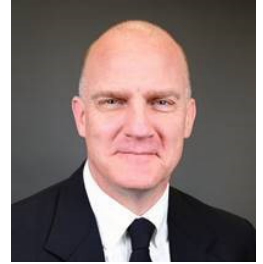
Ms. McGee has served LGA in numerous capacities. In addition to being a former president of LGA, Ms. McGee has organized several LGA conferences, chaired or served on several standing committees and ad hoc committees which addressed specific issues. She has been elected a Fellow of the Virginia Law Foundation, a statewide organization that recognizes attorneys for leadership both in their practices and communities.

Ms. McGee has a Masters in Public Administration and serves as an adjunct faculty member for the Wilder School of Government and Public Affairs, Virginia Commonwealth University.



2020 A. ROBERT CHERIN AWARD FOR OUTSTANDING DEPUTY OR ASSISTANT LOCAL GOVERNMENT ATTORNEY

Robert B. Dickerson, Prince William Chief Deputy County Attorney, was selected for the LGA's prestigious A. Robert Cherin Award in recognition of his "distinguished public service that reflects a personal commitment to the highest ethical and professional principles and enhances the image of local government attorneys in the Commonwealth." Mr. Dickerson is regarded as an expert in transportation and telecommunications law and is widely respected in regional, statewide, and national transportation organizations. In addition to serving as a mentor in the Prince William County Attorney's Office, he is a faculty member of the Carrico Professionalism Course, a course on ethics which is required to be taken by all attorneys admitted to the Virginia Bar.

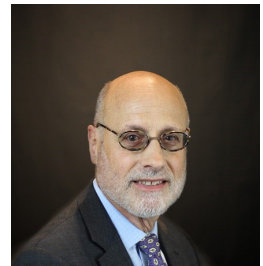


LGA 2020 WALTER C. ERWIN, III SPECIAL PROJECTS AWARD

The Erwin Special Projects Award recognizes LGA members who have worked on a project of significant importance to LGA or local government generally. LGA is pleased to present the award to the local government attorneys who are participating in LGA's ad hoc committee on COVID-19. In 2020, the pandemic caused by COVID-19 exacerbated the challenges and stresses placed upon the operation of local governments. Local government attorneys were at the forefront in crafting solutions to these challenges and stresses. Of immense assistance in that battle was the guidance that the Ad Hoc Committee on Covid-19 provided, and continues to provide, on matters such as the continuity of government, workplace safety, FOIA, employment law, and tax issues. Members of the committee are Sharon Pandak, Greehan, Taves, & Pandak, Chair; Jan Proctor, Accomack County Attorney; Rebecca Randolph, Hanover County Assistant County Attorney; Phyllis Errico, Virginia Association of Counties General Counsel; Michelle Gowdy, Virginia Municipal League Executive Director; Leo Rogers, Loudon County Attorney; Greg Kamptner, Albemarle County Attorney; and James Barnett, York County Attorney.

Prior to awarding the Special Projects Award to the COVID-19 committee, LGA's board of directors name the award in honor of Walter C. Erwin, III, Lynchburg's City Attorney, in recognition of his embodiment of the principles of an award that recognizes works that impacts local government. Mr. Erwin has consistently been a leader in LGA, serving as its president and routinely sharing the depth and breadth of his local government law knowledge with the membership.

LGA promotes common interests and an exchange of information among its members on legal issues that are particularly relevant to Virginia's counties, cities, and towns. The LGA's member services include conferences, a legal handbook, a monthly newsletter, and other services intended to inform and enhance the practice of local government.





VACo Premier Partner Spotlight

cashvest by three+one

Joseph Rulison
CEO and Co-Founder | three+one

Garrett Macdonald, CTP
Vice President | three+one

Kyle Cline, MPA
National Director of Strategic Partnerships
NACo.-FSC

Beau Blevins | Director of Business Development | VML/VACo Finance

Stephen Acquario, Esq.
Executive Director | NYSAC

Dean Lynch | Executive Director | VACo

Karie Walker | Coordinator of Programs and Development | VACo

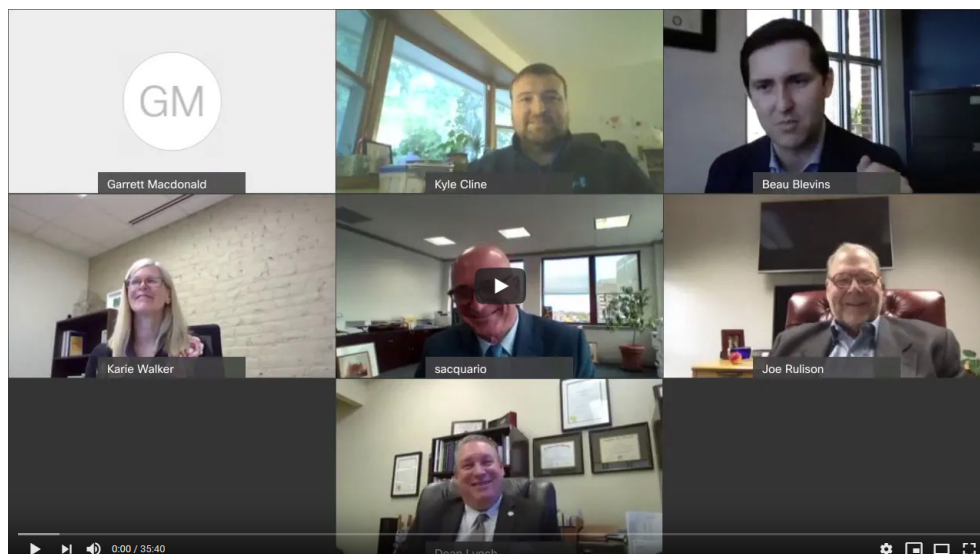
VACo

The Virginia Association of Counties is proud to introduce cashvest® by three+one®, our newest Premier Partner. cashvest® by three+one® is a financial technology organization that deploys liquidity analysis, to help counties leverage new data resources, to maximize the value of every dollar on deposit. Because cashvest® by three+one® is not a bank, registered investment advisor, nor financial advisor, they provide you with independent, unbiased data from a third-party.

The VACo partnership with cashvest® by three+one® is in conjunction with the National Association of Counties (NACo) and is a COVID-19 resource. cashvest® by three+one® has brought over \$300 million back to the public entities it serves nationwide.

[Click on video](#) to learn more about cashvest by three+one.

VACo Contact: [Karie Walker](#)





PUBLIC FEEDBACK SOUGHT ON PROPOSED SOLUTIONS FOR THE INTERSTATE 64/664 CORRIDOR

Provide input online in the second round of public engagement

RICHMOND, Va. – The Office of Intermodal Planning and Investment, the Virginia Department of Transportation, and the Department of Rail and Public Transportation, at the direction of the Commonwealth Transportation Board (CTB), continue work to develop an improvement plan for Virginia’s 320 miles of the Interstate 64 and 664 corridor between the West Virginia state line and the Hampton Roads region. The public is invited to provide feedback on proposed solutions in a second round of online engagement opportunities, scheduled to run through November 21.

“I-64/664 is a critical multimodal corridor in Virginia that serves as a major commuter route and moves more than 7.2 million trucks and \$135 billion in goods annually,” said Secretary of Transportation Shannon Valentine. “As we advance options to improve safety, reliability, and congestion, feedback from citizens is an integral component in the decision process.”

The first round of public engagement for the I-64/664 Corridor Improvement Plan, completed in mid-August, focused on existing conditions on the corridor. In the second round, information is being provided regarding potential safety and congestion solutions identified as a result of the first round of input, and the public is asked to [complete a survey](#) to provide feedback on which proposed solutions are preferred.

An [enhanced project website](#) includes videos, interactive maps, display boards, photos, and other materials to provide detailed information about the potential solutions. Feedback provided by stakeholders will be considered as team members study the corridor and prepare a draft corridor improvement plan. The CTB will report its findings to the General Assembly during the 2021 session.

Round two materials are now available at va64corridor.org, and the comment period will end Saturday, November 21. Those who travel the I-64/664 corridor are encouraged to visit the website, view the study materials, and complete the [survey](#). Comments may also be submitted via email to VA64corridorplan@vdot.virginia.gov.

This study is part of the Interstate Operations and Enhancement Program, established through action of the Virginia General Assembly in April 2020, to improve the safety, reliability, and travel flow along interstate highway corridors in the Commonwealth.

Governor Northam Honors Recipients of 2020 Volunteerism and Community Service Awards



Commonwealth of Virginia *Office of Governor Ralph S. Northam*

RICHMOND—Governor Ralph Northam recently announced the winners of the 2020 Governor’s Volunteerism and Community Service Awards. The annual program recognizes the outstanding contributions of individual volunteers and organizations to the well-being of the Commonwealth and its people.

“People in every corner of the Commonwealth are rising to the challenges brought on by the COVID-19 crisis and volunteering their time, skills, and resources in this time of great need,” said Governor Northam. “With these awards, we recognize the spirit of volunteerism and celebrate the exemplary service of individuals, groups, and organizations that have made significant contributions to their communities and the lives of their fellow Virginians. This year’s honorees embody our shared values of compassion, empathy, and kindness, and we should all strive to follow their examples.”

“We are grateful for the critical support, collaboration, and dedication these volunteers have contributed to communities across the Commonwealth,” said Department of Social Services Commissioner S. Duke Storen. “It is through this spirit of ‘people helping people’ that families are empowered, communities thrive, and Virginia becomes a stronger place to live and work.”

“These ten award winners represent the depth and breadth of volunteerism and community service of more than two million Virginians who freely give their time and talents each year,” said Chairman of the Advisory Board on Service and Volunteerism Julie Strandlie. “The civic fabric of our communities is stronger because of their generosity. The Board looks forward to joining Governor Northam to celebrate the 2020 honorees at a future event. We offer our appreciation and gratitude to all Virginians who serve.”

The awards are organized by the Office on Volunteerism and Community Services, in partnership with the Governor’s Advisory Board on Service and Volunteerism and the Virginia Service Foundation. These organizations are charged by the Governor with recognizing Virginians who have significantly contributed to the life and welfare of the Commonwealth and its citizens.

[Click here](#) for the winners of the 2020 Governor’s Volunteerism and Community Service Awards.

LEGISLATIVE & REGULATORY UPDATE

Advancing Healthcare Consumerism



IRS Releases 2021 Cost of Living Adjustments for Certain Tax Provisions

The IRS released [IRS Revenue Procedure 2020-45](#) which provides the 2021 cost-of-living increases for inflation for certain items. In addition, the IRS also released today [Notice 2020-79](#) which provided the 2021 COLA increases for retirement plans, including 401(k) plans. Of interest to ECFC members are the following increases from 2020:

	Taxable Years Beginning in 2021	Taxable Years Beginning in 2020
Limit on voluntary employee salary reduction contributions to a health flexible spending arrangement (Section 3.17 of Rev. Proc. 2020-45)	\$2,750	\$2,750
Monthly limit on fringe benefit exclusion for transit and parking (Section 3.18 of Rev. Proc. 2020-45)	\$270	\$270
Maximum exclusion for qualified adoption expenses furnished pursuant to an adoption assistance program (Section 3.20 of Rev. Proc. 2020-45)	\$14,440	\$14,300
Maximum reimbursement from a qualified small employer health reimbursement arrangement (QSEHRA) (Section 3.62 of Rev. Proc. 2020-45)	\$5,300 (\$10,700 for family coverage)	\$5,250 (\$10,600 for family coverage)
Maximum contribution limit for employees contributing to a 401(k), 403(b) or 457 plan (Notice 2020-79)	\$19,500	\$19,500

For more information - Contact **Rich Mangiere** | Account Development Coordinator
First Financial Group of America | rich.mangiere@ffga.com | 804.510.3401





Applications for the 2021 Governor's Environmental Excellence Awards are now being accepted

Apply to have your project or program recognized at the highest level in the Commonwealth.

The [Governor's Environmental Excellence Awards](#) recognize successful and innovative efforts that improve Virginia's environment. The awards program is run annually by DEQ in partnership with the Department of Conservation and Recreation. There are four broad categories of awards:

- [Sustainability](#)
- [Environmental Project](#)
- [Land Conservation](#)
- [Implementation of the Virginia Outdoors Plan](#)

The application period will end at 5 p.m. on December 9, 2020. Please reach out to Meghann Quinn at Meghann.Quinn@DEQ.Virginia.gov with any questions.

[LEARN MORE](#)

Local Governments - \$1 million available for projects that create or expand public open space



VIRGINIA OUTDOORS FOUNDATION

The Virginia Outdoors Foundation has a couple of grant opportunities that are highly geared toward Virginia's localities. The first is a \$1 million grant round for projects that create or expand public open space, for example if a local government wants to acquire a piece of land for a park, upgrade/expand an existing park, acquire a trail right of way, lease open space, etc. More details at <https://www.vof.org/2020/10/21/1-million-available-for-projects-that-create-or-expand-public-open-space/>.

The second is a \$250,000 grant round for projects that increase equitable access to safe open spaces specifically in underserved communities. These grants can be for planning, capacity building, infrastructure, and a lot more. The goal of these grants is to serve those communities that have the highest need for safer, more accessible parks, playgrounds, etc. More details at <https://www.vof.org/2020/10/21/vof-launches-program-to-increase-equitable-access-to-open-space/>.

The link to all grant programs is <https://www.vof.org/protect/grants/>. There's also an active \$1 million RFP in 9 counties/cities in Southwest Virginia through our TERRA program.

The application deadline for both programs listed above is December 18.

FREEDOM OF INFORMATION FOR LOCAL ELECTED OFFICIALS

November 16, 2020 | 1-3pm | [Webex Invitation](#)

TRAIN WITH US



As of July 1, 2020, all local elected officials are required to receive FOIA training within two months after assuming the local elected office and thereafter at least once during each consecutive period of two calendar years commencing with the date on which the elected official last completed a training session.

Join VACo as we host this mandatory training. Participants will be able to submit questions that Alan Gernhardt will address in real time during the training.

This FOIA training is tailored specifically for local elected officials, and it covers a broad range of material including information on public records, public meetings, remedies and penalties, and additional resources for further questions.

RSVP to Valerie Russell at vrussell@vaco.org



INSTRUCTOR

ALAN GERNHARDT | EXECUTIVE DIRECTOR OF THE VIRGINIA FREEDOM OF INFORMATION
ACT ADVISORY COUNCIL

REGISTRATION INFORMATION

VACo IS HOSTING THIS TRAINING AS A COMPLEMENTARY SERVICE TO OUR MEMBERS

[Click here for Webex Invitation Link](#)



Leadership Development for your Counties: Learn from the best!

Join the 2,000 county leaders from across the US already benefiting from the [NACo High Performance Leadership Academy](#), the **12-week, online leadership program** led by General Colin Powell.

"I can say hands-down it was the best leadership training I've ever experienced. Want to know Gen. Colin Powell's 13 rules of leadership? He tells you. Want to know how to communicate and negotiate? He offers his secrets. Want to know how to best-manage people? He drops stories that will give you confidence. And it's not just him. Executives from across the country are invited in as coaches, too. It's an incredible cast of experts."



Others have described it as *"the most beneficial use of my time as it relates to leadership training," "highly inspirational and reinvigorating,"* and *"a good to great opportunity!"* that has *"impacted my life immensely"* and has been *"a once in a lifetime"* experience.

And, there is more to the lessons than General Powell. More than 150 seasoned executives, coaches, academics, and thought leaders have come together to share their insights, best practices, and wisdom in this Academy. Participating makes existing leaders better and emerging leaders ready for the increasingly complex challenges faced in organizations, agencies, and government today.

Don't miss out! Enroll at www.naco.org/skills or contact Craig Patenode at craigp@pdaleadership.com

EQUIPMENT
LEASING

Looking for a cost-effective, streamlined way
to finance vehicles & equipment?



Lease-purchase financing may be the answer.

VML/VACo's Equipment Leasing Program is commonly used by local officials looking for a hassle-free, cost-effective way to finance the acquisition of moveable equipment, public safety vehicles, school buses, communication systems, IT, and energy savings building upgrades. VML/VACo Finance uses a competitive proposal process to identify favorable rates and terms from leading local, regional, and national financial institutions.

With lease-purchase financing, the equipment serves as collateral, so you do not have to provide a general obligation pledge or deal with restrictive covenants. At the end of the term, you own the equipment free and clear.

VML/VACo Equipment Leasing offers:

- Streamlined lease-purchase financing structure.
- A competitive process to help you identify the lowest rates.
- Minimum financing size around \$75,000. No maximum – we have financed equipment in the tens of millions of dollars.
- Lease terms up to the expected life of the equipment.
- Simple process – we handle the details for you.

FOR MORE INFORMATION OR TO GET STARTED:

[CLICK HERE](#)

Questions? Contact Taylor Bryant at 804.648.0635 or tbryant@valocalfinance.org.
valocalfinance.org

Discover the VSAE Health Plan from VACo Premier Partner Asset Protection Group



VACo has been working diligently over the past two years with its partners to develop a unique health insurance plan for members. We are proud to say The VSAE Health Plan is now a reality.

VACo's partnership with the Virginia Society of Association Executives (VSAE) and its member associations has enabled us to join with many other associations in order to achieve volume-based health insurance discounts normally only available to large national and multi-national corporations.

By design and by virtue of the partners we've selected, our plan has been built from the ground up with the express purpose of driving down the cost of care for our county members. With nationally recognized partners such as CIGNA, Gerber, Vitality, MD Live and many others, our plan provides complete transparency and control over claims, data, reporting and cost. Furthermore, our plan provides the ability for employers to retain up to 100% of their unused claim cost dollars. If you are interested in learning more about our plan, please complete our brief survey below.

- 1) Name of County?
- 2) Number of full time (30 hours a week or more) and number of part time employees?
- 3) Name of Current Health Insurer, if Anthem, is it Local Choice?
- 4) Are you fully-insured, level-funded, or self-funded?
- 5) How many employees are enrolled in your plan?
- 6) What is your renewal date?
- 7) Does your County offer a group Medicare Plan?
- 8) Are you interested in receiving more information about the VSAE Health Plan?

If yes, please send your survey answers to VACo Premier Partner and VSAE Health Plan Coordinator, Monty Dise of Asset Protection Group at 804.423.7700 ext. 309 or mdise@apgroupinc.com.



Recently, Virginia became the **first state in the country to implement a free COVID-19 exposure notification app** using the Apple/Google Bluetooth Low Energy framework. The app is called [COVIDWISE](https://www.covidwise.org) and was developed in an unprecedented, public-private partnership between VDH, Google, and Apple. Simply put, COVIDWISE allows you to anonymously notify others if you test positive for COVID-19, and notifies you if you've likely been exposed to the virus based on positive reports from other app users.

This effort is an example of Virginia leading the way forward during the most pressing pandemic of our lifetimes, with the goal of reducing the risk for your friends, family, neighbors, and colleagues and helping Virginia stay safe and healthy.

We are asking you to join us in the effort:

1. Visit the App Store or Google Play Store and download COVIDWISE
2. Share information about COVIDWISE with your friends, colleagues, and family members. A sample email is attached, along with several graphics.
3. Post & share your support on social media. Sample social media posts are attached.

COVIDWISE was created with both public health and public trust in mind. It's easy to use, protects your privacy, and helps secure the health and safety of our communities. No location data or personal information is ever collected, stored, or transmitted via COVIDWISE. In addition, the use of the app is 100% voluntary and can be deleted at any time.

Join the fight against COVID-19! Together, we will move Virginia forward.

CYBERSECURITY COLLABORATIVE

a CyberRisk Alliance company



Cybersecurity Collaborative Benefits

Solution Merits

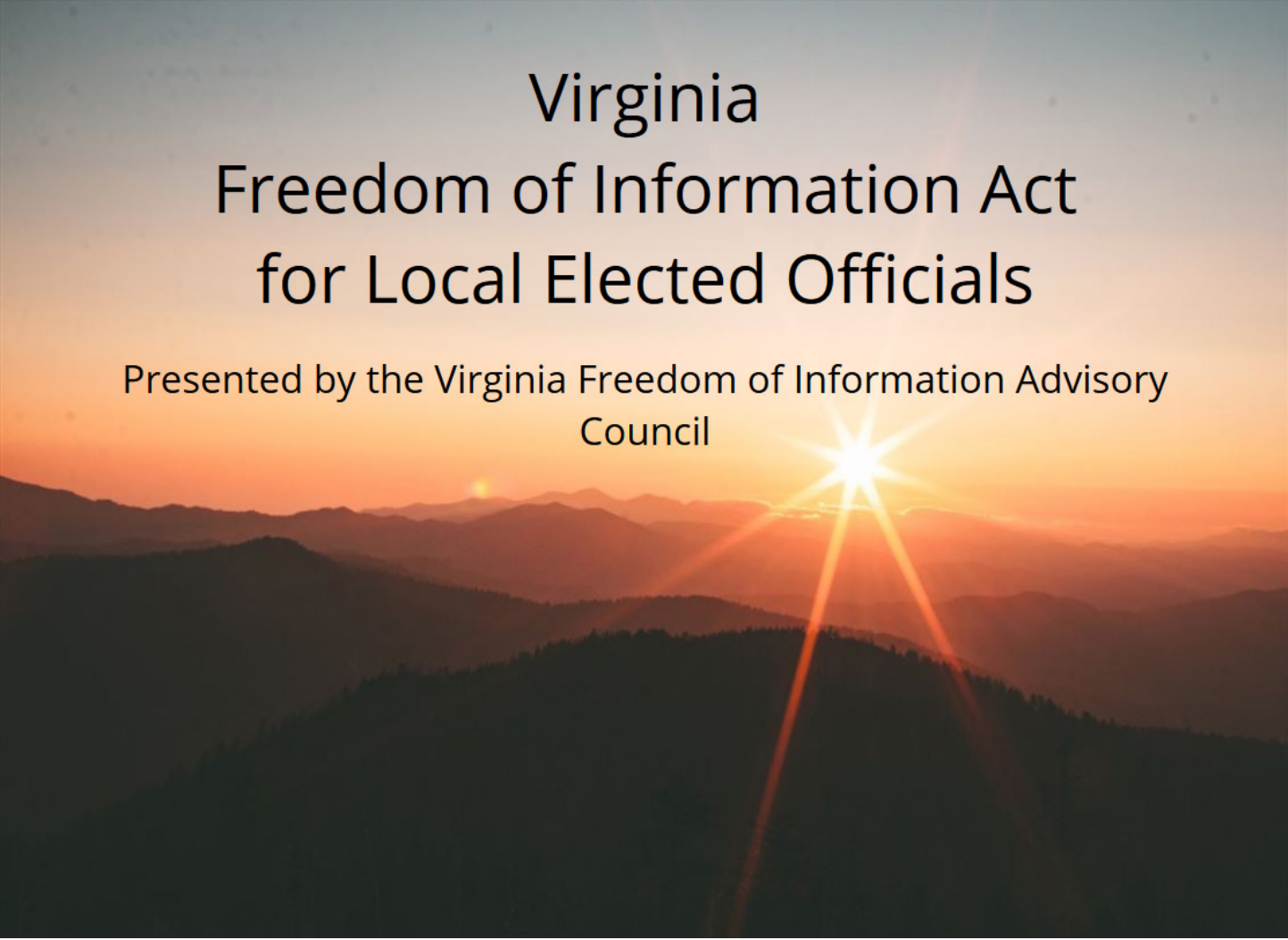
- NACo members will be better equipped and better prepared to deal with cyber incidents
- Provides critical news, intelligence, training, events, and other cyber-risk resources
- Provides access to a trusted network of peers from leading public and private organizations

Pricing

- Population less than 25,000
- \$625 per month
- Population 25,000-200,000
- \$1,042 per month
- Population greater than 200,000
- \$1,460 per month

Leverage Industry Leading Expertise Improve Cybersecurity Readiness Resource Saving Collaboration

Feature	Benefit	Resources Saved
Daily Security News Alerts	Aggregated report of the world's most pressing cybersecurity incidents provided at 6:30 AM	Hundreds of hours of research
Task Forces and SWAT Teams	Incident Response (IR) Team comprised of the membership pool to help identify, assess and remediate an incident within 24 hours	\$25,000 with an IR Contract Hundreds of hours of research
Resource Library	Industry leading best practices, policies and procedures that are maintained and curated by the membership	>\$200,000 in consulting fees
Access to membership	Direct communication with industry leading Chief Information Security Officers (CISOs)	>\$100,000 in consulting fees



Virginia Freedom of Information Act for Local Elected Officials

Presented by the Virginia Freedom of Information Advisory
Council

Local elected officials - § 2.2-3704.3

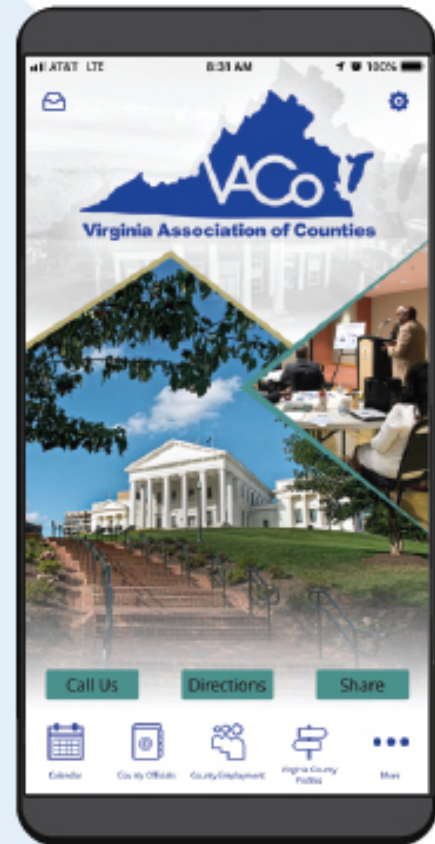
As of July 1, 2020, all local elected officials are required to receive FOIA training “ within two months after assuming the local elected office and thereafter at least once during each consecutive period of two calendar years commencing with the date on which he last completed a training session.” To facilitate this training, we have developed a FOIA training course specifically for local elected officials that should take less than an hour to complete. Note that it covers a broader range of material than the FOIA officers course by including information on public records, public meetings, remedies and penalties, and additional resources for further questions.

Additionally, there is no quiz, but at the end of the course you will be able to generate your own certificate of completion to keep for your records. The law requires that the clerk of a governing body or school board keep such records for five years. For elected officials that have no clerk, we recommend you keep your FOIA training certificates with your other administrative records. Note that there is no requirement to send copies of your certificates to the FOIA Council, and unlike FOIA officers, we do not maintain a list of elected officials who have completed FOIA training.

Click [here](#) to take the FOIA training course for local elected officials.

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:

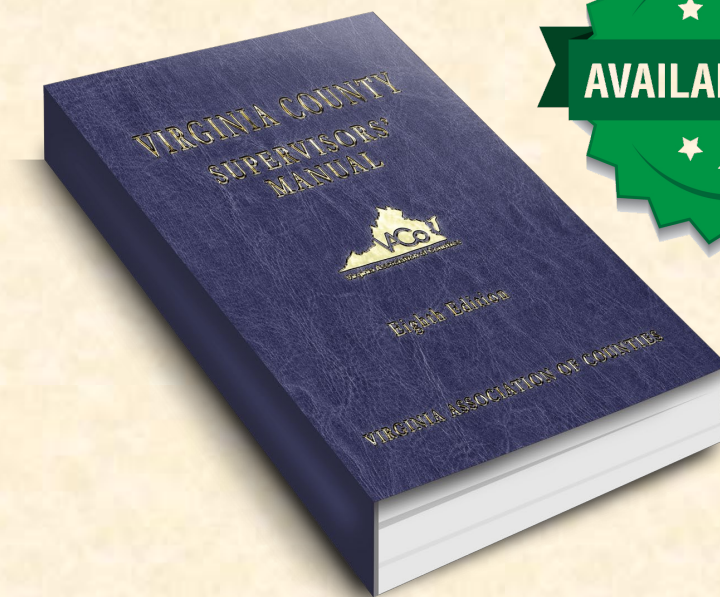
- * VACo Events Registration and Info
- * VACo Member Directory
- * Legislative News and Alerts | Capitol Contact
- * VACo Chat
- * County Pulse Podcast
- * Employment Opportunities

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.

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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1207 East Main Street, Suite 300
Richmond, VA 23219-3627

Or FAX credit card purchases to 804.788.0083

Questions? Call 804.788.6652.



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).



SENIOR ASSISTANT COUNTY ATTORNEY | Hanover County | Posted November 2



BENEFIT PROGRAM SPECIALIST I | Montgomery County | Posted November 2



CODE COMPLIANCE OFFICER | Rockingham County | Posted November 2



PLANS EXAMINER | Shenandoah County | Posted October 30



DIRECTOR OF INFORMATION SYSTEMS | Smyth County | Posted October 29



DEPUTY SHERIFF | Montgomery County | Posted October 29



SECURITY RECEPTIONIST PT | Botetourt County | Posted October 29



REVENUE COLLECTION SPECIALIST | City of Fredericksburg | Posted October 29



CITY ATTORNEY | City of Staunton | Posted October 28



HUMAN RESOURCES DIRECTOR | Orange County | Posted October 28



DIRECTOR OF PLANNING & DEVELOPMENT SERVICES | Orange County | Posted October 28



PLANNER | Town of Culpeper | Posted October 27



CHIEF OF POLICE | City of Lexington | Posted October 27



OPERATIONS SUPERVISOR | Rockbridge County PSA | Posted October 27



DEPUTY DIRECTOR OF DEPARTMENT OF PARKS, RECREATION & TOURISM BROCHURE | Prince William County | Posted October 26



OFFICE ASSOCIATE III | New Kent County | Posted October 26



HUMAN SERVICES ASSISTANT III | New Kent County | Posted October 26



ASSISTANT CHIEF TECHNOLOGY OFFICER | New Kent County | Posted October 26



VICTIM WITNESS ADVOCATE PT | New Kent County | Posted October 26



DIRECTOR OF PUBLIC WORKS & UTILITIES | Town of Warrenton | Posted October 26



PLANNER | Sussex County | Posted October 23



WASTEWATER FACILITIES MECHANIC | James City County | Posted October 23



**HOUSING OUTREACH
STABILIZATION SPECIALIST** | James
City County | Posted October 23



KINSHIP NAVIGATOR DSS
| James City County | Posted October
23



**DEPUTY DIRECTOR
OF HUMAN RESOURCES** | Hanover
County | Posted October 23



**HUMAN RESOURCES
DIRECTOR** | Orange County | Posted
October 22



**PLANNING &
DEVELOPMENT SERVICES DIRECTOR**
| Orange County | Posted October 22



**ASSISTANT DIRECTOR
OF PARKS & RECREATIONS** | Town of
Warrenton | Posted October 22



ACCOUNTING MANAGER |
Madison County | Posted October 22



**ASSISTANT
DEPARTMENT DIRECTOR, PUBLIC
WORKS & ENVIRONMENTAL
SERVICES** | Loudoun County | Posted
October 20



**TRANSPORTATION
PLANNER** | Central Shenandoah PDC
| Posted October 20



**UTILITY INSPECTOR
II** | Town of Leesburg | Posted October
20



REAL ESTATE APPRAISER
| Prince George County | Posted
October 20



**BENEFITS PROGRAM
SPECIALIST II** | Fauquier County
| Posted October 19



**SENIOR PLANNER/
ZONING ADMINISTRATOR** | Clarke
County | Posted October 19



TOURISM DIRECTOR |
Smyth County | Posted October 19



**SKILLED TRADES
TECHNICIAN-PLUMBER** | Fauquier
County | Posted October 19



COUNTY ASSESSOR |
Montgomery County | Posted October
19



**SOCIAL SERVICES
DIRECTOR I** | Clarke County | Posted
October 16



PURCHASNG MANAGER |
Caroline County | Posted October 16



**SUSTAINABILITY &
ENVIRONMENTAL MANAGER** | City of
Harrisonburg | Posted October 16



**MEMBRANE FILTRATION
PLANT OPERATOR** | Giles County PSA
| Posted October 15



**HUMAN SERVICE
ASSISTANT II** | Montgomery County
| Posted October 13



**CONTROLLER OF DEBT & STRATEGIC
PLANNING** | City of Chesapeake |
Posted October 13



DIRECTOR OF PUBLIC WORKS | City
of Virginia Beach/GOVHR | Posted
October 9



**ECONOMIC DEVELOPMENT
PROJECT MANAGER** | Montgomery
County | Posted October 7

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.

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

County Connections is a semimonthly publication.

