

Governor Northam Releases Budget Proposal for 2021 General Assembly

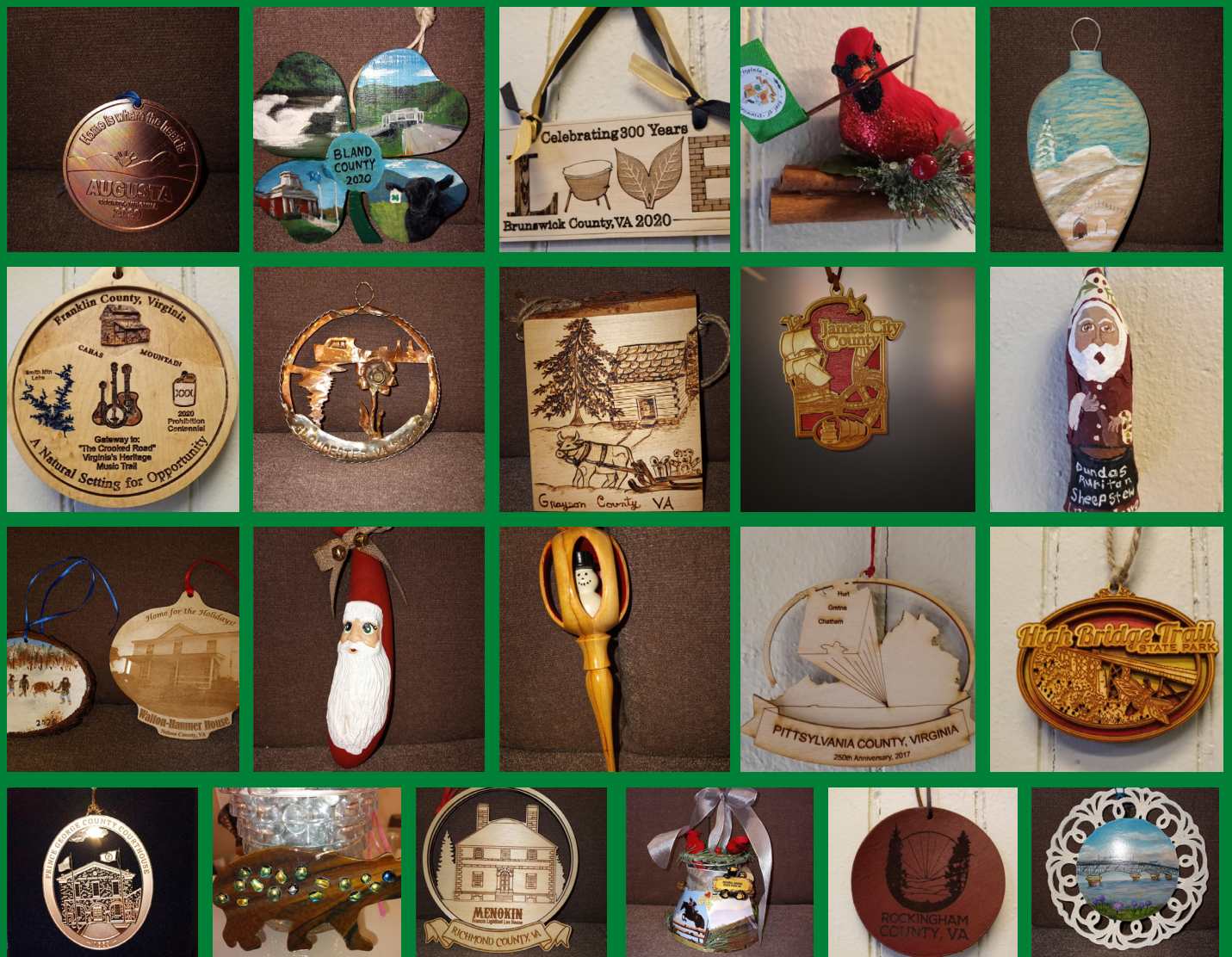
Governor Northam presented his proposed revisions to the 2020-2022 biennium budget to the House Appropriations, House Finance, and Senate Finance and Appropriations Committees on Wednesday, December 16. These proposals revisit the changes made to the biennium budget during the recently-concluded special session, which reflected a revenue reforecast developed in August. The Governor's December budget incorporates an updated revenue forecast, which is more optimistic than this summer's predictions; however, the Governor cautioned that Virginia must continue to guard against uncertainty by preserving its flexibility to respond to unexpected downturns.

In his remarks to committee members, the Governor pointed out that Virginia's finances have fared better than those of many other states, and that revenues have performed better than expected in the August forecast, but noted that the pandemic has underscored the importance of planning for the unexpected. The Governor proposes to deposit \$650 million in one-time revenues to the state's reserves in order to preserve liquidity, and to use another \$100 million in one-time funding to reduce unfunded liabilities in the Virginia Retirement System's teacher retirement plan and state retiree health insurance program, an action which is expected to result in reductions in employer contribution rates in the future.

Several of the major spending items in the Governor's proposal address needs resulting from the pandemic,

Virginia Executive Mansion Christmas Ornaments

VACo is proud to showcase this year's collection of Christmas Ornaments produced by Virginia's Counties. Thank you for sharing a piece of your community. Visit our [Facebook page](#) to see larger photos of the ornaments.



JLARC Releases Report on K-12 Special Education



Members of the Joint Legislative Audit and Review Commission (JLARC) were briefed by Commission staff on December 14 on the results of an extensive review of K-12 Special Education approved in 2018. JLARC staff was [directed](#) to review the effectiveness of Virginia's special education programs, with particular attention to spending trends, processes to identify services for children who may have a disability or developmental delay, performance of programs and services for children with disabilities, and other factors. JLARC staff made 27 recommendations to improve the quality of K-12 special education, including legislative action by the General Assembly to direct the Virginia Department of Education (VDOE) and the Virginia Board of Education (VBOE) to identify improvements to student transition planning, to increase transparency of the Individualized Education Program (IEP), and to increase monitoring of and support for local school divisions.

Under the federal Individuals with Disabilities Education Act (IDEA), public schools are required to provide students with disabilities specially designed instruction and services to ensure their right to a "free and appropriate public education." Furthermore, in the 2017 U.S. Supreme Court case *Endrew F. v. Douglas County School District*, the court held that "every child should have the chance to meet challenging objectives," and that individualized education programs (IEPs) must be "reasonably calculated to enable a child to make progress appropriate in light of the child's circumstances." In the 2018-19 school year, about 164,000 K-12 students were enrolled in special education, about 13 percent of Virginia's total student population.

Though IDEA governs each state's administration of special education services, and VDOE is responsible for supervising and providing guidance to local administration, local school divisions are responsible for, and have substantial discretion providing special education services, to include:

- Identifying students who may need special education services;
- Making eligibility determinations;
- Developing and implementing each eligible student's IEP;
- Placing and supporting students in the least restrictive environment appropriate for their needs;
- Providing and coordinating needed services for students; and
- Monitoring student progress.

In FY 2019, \$2.56 billion was spent on special education costs in Virginia. The majority of this funding (69%) was comprised of local funds, while Virginia contributed 19%, and the federal government contributed 11%. Though it accounts for 15% of total K-12 spending in Virginia, localities paying the majority of the cost for special education services is consistent with K-12 education spending in Virginia overall, in which Virginia

localities invested \$4.1 billion above the required local effort to fund the Standards of Quality in FY 2019. Unfortunately, both the federal and state share of funding for special education has decreased since FY 2010, by 30 percent and 13 percent respectively, while local funding has grown by 29 percent.

After analyzing a decade's worth of student-level data, surveying parents and local special education directors, and reviewing complaints submitted to VDOE by parents, JLARC staff concluded that although graduation rates and tests have improved among students with disabilities, they remain much lower than students without disabilities. From 2008 to 2018, the graduation rate for students with disabilities went from 38% to 61%, and the gap between students with and without disabilities went from 43 points to 30 points.

IEP designs and outcomes are not consistent and can vary greatly by school division and region. According to JLARC, about one-third of a sample of IEPs reviewed by JLARC staff lacked a description of the student's academic or functional needs, and one-quarter did not describe the effect of the disability on the student's educational performance. JLARC's review of IEPs found that about half (48 percent) lacked academic or functional goals. This data coupled with use of the "applied studies diploma" could lead to disparities of outcomes among special education students.

The long-standing shortage of special-education teachers persists, forcing many school divisions to rely on provisionally licensed or long-term substitute teachers. Special education has been identified by VDOE as a top three critical teaching shortage area since it began reporting shortages in 2003. Divisions throughout the state are, on average, three times more likely to hire provisionally licensed special education teachers than provisionally licensed teachers in other subjects. Furthermore, not enough students are graduating from Virginia colleges and universities with special education credentials to meet the demand in open positions.

The report recommended the following legislative actions:

- Direct VDOE to conduct a targeted review, in the near term, of the transition sections of student IEPs to identify improvements needed to student transition planning, and direct VDOE to develop a robust statewide plan for improving transition planning for students with disabilities.
- Require school divisions to provide a draft IEP to parents at least two business days in advance of the IEP team meeting, but only if a draft IEP is developed in advance of the meeting.
- Direct VDOE and the Board of Education to develop and implement statewide criteria for the applied studies diploma and require local school divisions to more fully explain the limitations of this diploma to families.
- Direct the Board of Education to review and update regulations governing K-12 teacher preparation programs to require that graduates are proficient in teaching students with disabilities and require teachers seeking license renewal to complete training in instructing students with disabilities.
- Direct the Board of Education to review and update regulations governing administrator preparation programs to require that graduates demonstrate comprehension of key aspects of special education.
- Direct VDOE to develop and maintain a data-driven statewide strategic plan for recruiting and retaining special education teachers.
- Direct VDOE to revise its handling of special education complaints to require that school divisions carry out corrective actions that fully and appropriately remedy any found instances of school non-compliance.
- Direct VDOE to develop and implement a robust plan to improve the effectiveness of its supervision and monitoring of special education.

VACo supports enhancing local capacity to serve children with high-level needs in the least restrictive environment, including regional special education programs. VACo supports local flexibility in the structure of such programs.

The full report is available [here](#). JLARC's staff presentation may be found at [here](#).

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



Visit Franklin County and the Cahas Knob Overlook

Franklin County's highest peak is Cahas Mountain at 3,571 feet. Whichever way you pronounce it (kay-HOSS, kuh-HAZE, kuh-HAY, etc.), it's one of the iconic mountains of Virginia's Blue Ridge, and we're pleased to boost your knowledge of this prominent feature of our area.

Cahas Mountain History

Like most mountains in Virginia, there are historical accounts that go along with the landscape. For example, the Cahas Mountain Rural Historic District is at the base of the mountain. Four farms accounted for the 1,450 acres of the district and include important dwellings like the John and Susan Boon House, an 1820 Federal two-story brick home, and the 1821 Federal-Greek Revival Taylor-Price House. The district was along one of the main migration routes, the Carolina Road, which diverts from the Great Valley Road in Roanoke. Today's Route 220 primarily follows the original Carolina Road, but a trace of the road can be observed in front of the Washington and Rinda Boon House (ca. 1889).

The hills of Franklin County (the Wettest County in the World) were abuzz with illegal distilling in the early 20th century. Therefore, it's no stretch to speculate that Cahas Mountain was likely a promising place to make moonshine. While we don't have an "in" about an old still site, we do know that Cahas did deliver on agriculture. Enduring apple orchards still rise with the elevation of Cahas while Ginseng flourishes on the forest floor. At higher elevations, lumber was the biggest commodity. In fact, old logging roads can still be found meandering ever upward on Cahas.

SOURCE: [Visit Roanoke](#)

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Optotraffic, LLC is the leading USA owned and operated provider of innovative traffic safety enforcement solutions for counties, cities and towns throughout the USA. Headquartered in Lanham, MD near Washington DC our team of technical experts designs, builds and maintains all our photo speed and photo red light enforcement systems. We also design our own comprehensive web-based violation processing and financial tracking software suite ensuring an agile response to client needs. **All programs have no upfront cost and are always 100% violator funded.**

Our full turnkey programs include services such as violation capture and processing, creation of educational media, financial tracking, printing and mailing of citations and notices, customer service representatives, lockbox and credit card payment processing, court docket scheduling, evidence preparation, adjudication support, enforcement system maintenance, relocation, client training as well as program statistics and reporting.

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VACo honors two Supervisors for 30 years of service to their County Boards



VACo Executive Director Dean Lynch (right) recently surprised Supervisor Billy Kyger by recognizing him for 30 years of dedicated service to Rockingham County.

Kyger is a longtime VACo Board member and a friend and advocate to local governments.

Thank you for 30 years of service as an elected official, Supervisor Kyger!

[Click here](#) to read a story about Kyger's service.

VACo Executive Director Dean Lynch presented Buckingham County Supervisor Joe Chambers, Jr., with a 30-year service award this week. Supervisor Chambers is joined by Supervisor Harry Bryant (left) and Supervisor Don Matthews.

Congratulations and thank you Supervisor Chambers for your 30 years of service to Buckingham County!





GRANITE AWARDED CONTRACT FOR UC SERVICES THROUGH OMNIA PARTNERS, PUBLIC SECTOR

Granite Awarded National Cooperative Contract for Unified Communications Services available through OMNIA Partners, Public Sector

Cooperative Purchasing Contract Delivers Granite Communications, Collaboration and Networking Services to Government, Education and Nonprofit Organizations Nationwide

QUINCY, Mass. – December 10, 2020 – Granite Telecommunications, LLC, a \$1.6 billion provider of communications services to multilocation businesses and government agencies, today announced that it has secured a cooperative contract for its suite of communications, collaboration and networking solutions available through OMNIA Partners.

The Region 4 ESC contract #R200901 covers Granite's services, including POTS/Centrex, DIA Ethernet, SIP, Mobility, Broadband, Hosted PBX, TDM PRI, ISDN PRI, ISDN BRI, MPLS, point-to-point private lines and SD-WAN.

"OMNIA Partners, Public Sector is pleased that one of our lead agencies, Region 4 ESC, selected Granite in a competitive solicitation process as a supplier for communications, collaboration and networking solutions," said Allan McCombs, Senior Vice President of Sales, OMNIA Partners, Public Sector. "The wide-ranging contract, which includes unified communications as a service (UCaaS), managed network services, broadband services, private lines and much more, will deliver significant value to public agencies nationwide."

Available through OMNIA Partners, cooperative contracts are competitively solicited and publicly awarded by a government entity serving as the lead agency. Awards are made utilizing this best practice, ensuring maximum value with complete transparency of the process.

"Granite is honored to partner with OMNIA Partners to deliver high-value, mission-critical services to government, education and nonprofit organizations across America," said Greg Giambalvo, Vice President, Public Sector at Granite. "We look forward to a strong partnership with OMNIA Partners that empowers these vital agencies to collaborate and serve the public reliably, affordably and securely."

About OMNIA Partners Public Sector

OMNIA Partners, Public Sector is the nation's largest and most experienced cooperative purchasing organization dedicated to public sector procurement. Our immense purchasing power and industry-leading suppliers have produced a comprehensive portfolio of cooperative contracts and partnerships, making OMNIA Partners the most valued and trusted resource for organizations nationwide.

For more information, visit www.OMNIAPartners.com/publicsector.

About Granite

Granite provides voice, data and other related communications products and services to multi-location businesses and governmental agencies throughout the United States and Canada. Granite furnishes services to more than two-thirds of the Fortune 100 companies in the United States, and 1.75 million voice and data lines under management.

For more information, visit www.granitenet.com.



Modular Homes to Fill Housing Void in Martinsville

Through Virginia Housing's new Innovative Demonstrations Program, three affordable housing developments will soon take shape, allowing prospective homebuyers the opportunity to live in safe, attractive workforce housing that otherwise would be unavailable.

The program requires those in the homebuilding industry to think creatively and incorporate cost-saving construction methods into their developments. Whether that means using sustainable materials or innovative building techniques, the goal is to reduce construction costs and increase affordable housing options for Virginians.

This year, three proposals were selected to receive \$500,000 in award money each. Here's a look at one of those proposals: Church Street Housing Development in Martinsville, Va.

The Harvest Foundation and City of Martinsville are working together to increase housing stock for low- to middle-income homebuyers in the area's Central Business District. Virginia Housing is helping to make that happen.

Modular home specialist Nationwide Homes and construction partner Silverpoint Homes will build and deliver 12 cottage-style modular homes and 15 townhomes priced between \$120,000 and \$150,000 and place them on land donated by the city.

"While Martinsville is experiencing economic growth, people recruited to work here end up living outside the area," said Jeff Sadler, Housing and Development Coordinator for Martinsville-Henry's Economic Development Corporation. "We are investing in an area that hasn't had much investment."

Nationwide Homes is incorporating a number of cost-saving measures into the development, including reduced shipping costs (Nationwide is only a few miles from the building site); ordering materials in bulk; building the modular homes in bulk; and reduced crane rental fees, since three to four modular homes can be set up in a day as opposed to one stick-built home per day.

"This program is really the first of its kind," said Virginia Housing's Director of Strategic Housing Chris Thompson. "We are making an intentional effort to spur innovation in affordable housing, and we're getting some really great results."

Interested in applying for a grant? The Innovation Demonstrations Program offers an open submission process, and inquiries can be made to: Chris.Thompson@VirginiaHousing.com



Bringing Innovation and Collaboration to Jurisdictions Across the Nation

Streamlining key processes for local governments across the nation is a cornerstone of the MUNIRevs company foundation. MUNIRevs CEO, Erin Neer, has witnessed firsthand the challenges that can emerge from outdated or paper-dependent systems. By creating a full suite of automated paperless software that addresses general business licensing and tax collection as well as short-term rental compliance needs, MUNIRevs, and its short-term rental compliance software LODGINGRevs, enhance the productivity of government.

Municipal Leagues and Associations across the United States aim to drive innovative solutions and strengthen local governments. With these aligning foundations, MUNIRevs is proud to announce its latest partnership with the North Carolina League of Municipalities. Joining MUNIRevs' relationship list, which includes the Colorado Municipal League and the Virginia Association of Counties through associate membership, the members of the North Carolina League of Municipalities will be able to effectively deploy software solutions to better enhance their revenue collection and compliance efforts. When asked what this partnership means for North Carolina, Jennifer Cohen, Director of the North Carolina League of Municipalities, stated, "This is an important partnership for our Municipal Members, and will allow cities and towns, to be able to begin leveraging valuable revenue."

By aligning the values of the dynamic software solution with those of Leagues and Associations, MUNIRevs continues to foster relationships that produce tangible results and will lead the efforts supporting local government's business licensing, tax collection and short-term rental compliance.

Founded in 2011, 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. LODGINGRevs, powered by MUNIRevs, automates short-term rental compliance, permitting, and tax collection for towns, cities, and counties across the U.S.

For more information, visit www.munirevs.com and www.lodgingrevs.com

Congress Nearing Possible Deal on New Coronavirus Relief Package



Congress appears to be nearing a deal on a new coronavirus relief package and could vote on it as early as the end of the week.

According to the National Association of Counties (NACo), Congressional leaders have been hard at work putting together a new coronavirus relief package that will include nearly \$900 billion in aid. Unfortunately, despite dedicated efforts from NACo, the National League of Cities, and countless state and local partners across the country, aid to state and local governments does not appear to be included in this new deal.

While initially there had been discussions about a possible \$160 billion for state and local governments, it now appears that this sum will be redirected to other priorities, namely via stimulus checks to individuals and through an increase in unemployment insurance payments.

NACo anticipates that this new relief package will likely track with a previously introduced Senate plan. This means that we can likely expect there to be approximately \$320 billion for the Payroll Protection Program (PPP) as well as funding for healthcare providers, broadband assistance, nutrition assistance, transportation/transit funding, vaccine planning, and more. So while counties will not receive *direct* aid in this new package, they would be eligible for the funding in these aforementioned categories.

NACo reported that, given these developments, they are now focusing on three key objectives in the final hours before this package is likely passed.

1. Extension of the deadline for the Coronavirus Relief Fund (CRF) until December 2021
2. Waiver of local cost share for FEMA funding
3. Lost revenue flexibility for CRF moneys

All three objectives are achievable, and state and local partners are asked to reach out to their Representatives and Senators as well as their contacts at the White House to advocate for this.

There is also an expectation that Congress will extend the Family First Coronavirus Response Act. This Act provided funding and enabling language for free coronavirus testing, paid sick leave practices, and more. NACo is working to ensure that counties will be eligible for the provisions of this Act.

VACo will continue to monitor these developments and report updates as they come.

VACo Contact: [Chris McDonald, Esq.](#)

including investments in broadband access, a deposit to the Housing Trust Fund, and funding for mass vaccinations. Of critical importance to local governments, the Governor's budget provides approximately \$513 million over the biennium to protect local school divisions' financial stability during the current period of fluctuating enrollment. The introduced budget also revisits several of the Governor's signature proposals from the 2020 regular session – the "G3" community college tuition assistance program and investments in early childhood education – which fell victim to the spending freezes in April, when much of the new discretionary spending approved by the legislature was paused pending a reforecast.

Secretary of Finance Aubrey L. Layne, Jr., [presented](#) additional details on the state's revenue reforecast. Based on the Administration's discussions with economists and business leaders as part of the reforecasting process, the December forecast expects an additional \$685 million in FY 2021 and \$573 million in FY 2022 relative to the August forecast. On a year-to-date basis, revenues have grown by 6.1 percent, well ahead of the forecast of a 1.8 percent decline; this growth is attributable to strength in sales tax, corporate income tax, and recordation tax collections, as well as individual income tax nonwithholding, although the latter category is traditionally volatile, and the bulk of payments are not made until the last quarter of the fiscal year. The December forecast calls for total revenue growth of 1.2 percent in FY 2021 and 3.3 percent in FY 2022 (the August forecast expected a 1.8 percent decline in FY 2021 and growth of 3.9 percent in FY 2022). Importantly, this forecast assumes that Virginia's income tax laws will conform to the provisions of the federal CARES Act that address individual income tax payments, but not the CARES Act provisions governing business taxpayers. Secretary Layne noted that additional information from December holiday sales and other data points will be available in January; the Governor has indicated that his priority for additional revenues would be the conversion of the bonus payment proposed in his budget for teachers to a salary increase.

An overview of major spending items of interest to local governments, based on VACo staff's initial review of the Governor's budget, may be found below.

K-12 Education

- Protects school divisions from revenue losses associated with enrollment fluctuations during the pandemic by providing \$299.4 million General Funds (GF) in FY 2021 and \$214.2 million GF in FY 2022 in "no loss" funding. VACo strongly supports this action.
- Reduces unfunded liabilities in the VRS teacher retirement plan by directing a deposit of an estimated \$61.3 million GF in FY 2021 to expedite repayment of contributions that were deferred during the 2010-2012 biennium (an estimated \$38.7 million is directed to be deposited to the retiree health insurance credit plan for state employees to reduce unfunded liabilities in that plan as well). VACo has historically supported efforts to reduce the unfunded liability in the teacher retirement plan.
- Requires that local school boards employ one school counselor per 325 students in grades K-12, beginning with the 2021-2022 school year, and provides \$26.6 million GF in FY 2022 for the state share of these costs.
- Directs the Virginia Department of Education and the Department of the Treasury to develop recommendations to encourage use of the Literary Fund for funding school construction projects.
- Provides \$2.7 million GF in FY 2022 to expand eligibility for the Cost of Competing Adjustment to Accomack County and Northampton County.

Compensation

- Contingent on FY 2021 revenues meeting projections, provides \$80.1 million GF in FY 2022 for the state share of a 2 percent bonus for SOQ-recognized instructional and support positions, effective September 1, 2021.
- Also contingent on FY 2021 revenue performance, provides \$97.8 million for a bonus of \$1500 for state employees and 1.5 percent for Constitutional officers and state-supported local employees, effective September 1, 2021.

Judiciary/Public Safety

- Authorizes a treasury loan to the Virginia Alcohol and Beverage Control Authority (ABC) to help pay for the establishment of governance, oversight, and regulations for a legalized marijuana industry in the Commonwealth.
- Provides \$5 million in FY 2021 and \$20 million in FY 2022 to pay for the cost of expungement reforms, including automatic expungement of misdemeanor marijuana convictions.
- Provides \$235,419 GF in FY 2021 and \$4.9 million GF in FY 2022 to fund additional judges and support staff for the Court of Appeals expected to result from the expansion of the Court of Appeals from 11 judges to 15 judges pursuant to legislation in the 2021 Session.
- Provides \$1.6 million GF in FY 2022 for renovation projects approved by the State Board of Local and Regional Jails in 2020. These include projects at the Virginia Peninsula Regional Jail, the Virginia Beach Correctional Center, and the Montgomery County Jail.
- Provides \$500,000 GF in both FY 2021 and FY 2022 to address the funding shortfall in the Drug Offender Assessment and Treatment Fund, which is used by the Department of Corrections to fund probation and parole positions.
- Funds increases in inmate medical costs at the Department of Corrections (\$394,103 GF in FY 2021 and \$13.9 million GF in FY 2022).
- Provides \$1.5 million GF in FY 2022 to the Department of Criminal Justice Services (DCJS) for competitive grants to localities to combat hate crimes.
- Provides \$700,000 GF in FY 2022 to the Virginia Parole Board to improve victim services assistance and notification and to hire additional investigators, examiners, and a release planning coordinator.
- Funds ongoing COVID-19 disaster response efforts at the Virginia Department of Emergency Management (\$42 million GF in FY 2021 and \$36.9 million in FY 2022).
- Extends the work of the Body Worn Camera Workgroup until November 2021. The work group is directed to examine the workload impact, as well as other fiscal and policy impacts, of the use of body-worn cameras on the Commonwealth's public safety and judicial agencies as a whole. The Executive Secretary of the Supreme Court shall submit the recommendations of the working group to the Chairs of the House Appropriations and Senate Finance and Appropriations Committees by November 15, 2021.

Agriculture and Forestry

- Includes \$276,636 in FY 2022 for additional food safety inspectors to enhance food safety and economic growth programs.
- Provides \$600,000 in FY 2022 to establish the Virginia Agriculture Food Assistance Program, which would provide grants to assist farmers and food producers with costs associated with providing agricultural products to charitable organizations, pursuant to legislation to be considered in 2021.
- Provides \$521,842 in FY 2022 to develop a hardwood forest habitat program.
- Provides \$478,815 in FY 2022 to develop a watershed improvement program within the Department of Forestry.

Constitutional Officers

- Provides \$2.6 million GF in FY 2022 to adjust entry-level salaries for regional jail officers, similar to the increase provided in 2019 for entry-level deputy sheriffs, effective July 1, 2021.
- Provides \$979,399 GF in FY 2022 to fund 25 percent of the staffing needs for sworn court services positions (based on the Compensation Board's staffing standards).
- Provides \$1.4 million GF in FY 2022 to fund 25 percent of the staffing needs in Commonwealth's Attorneys' offices (based on the Compensation Board's staffing standards).
- Provides \$1.8 million GF in FY 2022 to align deputy Circuit Court Clerks' salaries with those of district court clerks.
- Establishes a minimum of three staff positions in each Circuit Court Clerk's office by providing \$358,571 GF in FY 2022.

- Provides \$1 million GF in FY 2022 for Circuit Court Clerks' operating budgets in order to reduce the amount of technology trust fund monies that are currently used to support operating budgets as a result of previous budget reductions.
- Provides \$752,608 GF in FY 2022 for unfunded and underfunded positions in Treasurers' offices.
- Provides \$950,656 GF in FY 2022 for unfunded and underfunded positions in offices of the Commissioners of the Revenue.
- Provides \$85,657 GF in FY 2021 and \$246,767 GF in FY 2022 to fund the impact of the statewide minimum wage increase on salaries in Constitutional offices.
- Provides \$359,715 GF in FY 2022 to adjust Constitutional officer salaries based on changes in locality populations.

Elections

- Provides \$16.7 million GF in FY 2021 for the replacement of the Virginia Election and Registration Information System (VERIS) after the exhaustion of available federal Help America Vote Act funding.

Economic Development/Workforce

- Provides \$500,000 GF in FY 2022 to create the Office of Education and Labor Market Alignment, which would be established by legislation to be considered by the 2021 General Assembly.
- Restores \$2 million GF in FY 2022 for the Virginia Jobs Investment Program. VACo supports this program, which assists businesses with workforce training costs.
- Provides an additional \$5 million GF in FY 2022 for the Virginia Business Ready Sites program.
- Provides \$7.5 million GF in FY 2022 for estimated interest payments on federal cash advances for unemployment insurance benefits during the pandemic.
- Provides \$10 million GF in one-time funding in FY 2022 to increase staffing for processing of unemployment insurance claims.
- Provides \$5 million GF in one-time funding in FY 2022 to integrate federal CARES Act programs into the state's modernized unemployment insurance system.
- Restores \$36 million GF in FY 2022 for the "G3" (Get Skilled, Get a Job, Give Back) program, which assists with community college tuition and other costs for students meeting certain eligibility criteria who are enrolled in programs preparing them for careers in certain high-demand fields.

Broadband

- Provides an additional \$15.25 million GF in FY 2022 for the Virginia Telecommunication Initiative, for a total of \$49.7 million in the VATI program and \$250,000 in administrative support. VACo supports this additional financial assistance to counties to build the necessary telecommunications infrastructure for unserved areas.

Housing

- Deposits \$15.7 million GF in FY 2021 and \$25 million GF in FY 2022 in the Housing Trust Fund; directs the FY 2021 deposit to be dedicated to continuing the Virginia Rent and Mortgage Relief Program after the expiration of federal Coronavirus Relief Funds that are currently supporting the program.
- Restores \$3.3 million GF in FY 2022 to continue the Eviction Prevention and Diversion Pilot Program, which supports local or regional programs that link clients to local departments of social services and legal aid.

Child Care/Early Childhood

- Increases the Virginia Preschool Initiative (VPI) per-pupil amount from \$6,326 to \$7,655 by providing \$11.1 million GF in FY 2022.
- Provides \$5 million GF in FY 2022 for incentive payments to retain early childhood educators.
- Includes language establishing a target of 10 percent of all children participating in VPI being children

with disabilities who have Individualized Education Plans (IEPs), who would be served in inclusive classrooms alongside children without IEPs.

- Authorizes the use of unspent VPI funds to supplement certain other early childhood initiatives.
- Expands eligibility for grants that provide incentives to provisionally-licensed teachers who are working towards licensure to all publicly-funded preschool programs operated by local school divisions (currently, the program applies to VPI teachers).
- Provides \$164,174 GF in FY 2022 to support a Deputy Superintendent of Early Childhood position in the Department of Education.

Children's Services Act

- Includes an additional \$2.7 million GF and \$5 million NGF in FY 2022 to reflect the shifting of costs from Title IV-E to Medicaid for children in psychiatric residential treatment facilities. The Department of Medical Assistance Services has indicated that these costs are no longer to be covered by Title IV-E, which is a state-federal cost-share, and will instead be covered by Medicaid, which includes a local match. VACo is working to obtain further information on this proposed change.
- Provides \$921,296 GF in FY 2022 to reflect the state share of certain costs for children in foster care shifting from Title IV-E to CSA due to the implementation of the federal Family First Prevention Services Act, which limits federal Title IV-E funding for certain congregate care placements (but expands the eligible uses of Title IV-E funding for prevention services).
- Delays the deadline for submission of a report on rate-setting for private special education day placement services from September 1, 2020, to September 1, 2021; provides \$100,000 GF in FY 2022 for the Office of Children's Services to contract for assistance in implementing rate setting. Directs the implementation of statewide rate-setting effective July 1, 2022. Extends the moratorium on rate increases above 2 percent through the end of the biennium.

Health

- Provides \$30 million GF in FY 2021 and \$59 million GF in FY 2022 to support a mass COVID-19 vaccination campaign, to include purchase of equipment, support for local health departments, and warehousing and shipping costs.
- Provides \$10.2 million GF in FY 2022 for costs associated with updating the current funding formula for local health departments. A portion of the funding is to be used to hold harmless localities that would otherwise experience a decline in state support. Language directs the Virginia Department of Health to conduct an analysis of local match rates and report to the Governor every two years, and warns that similar hold-harmless funding is not guaranteed in future years.
- Directs the Department of Medical Assistance Services to seek federal approval to authorize coverage for certain telehealth services (temporary coverage has been authorized during the pandemic).

Behavioral Health

- Provides \$3.5 million GF in FY 2022 to support the diversion and discharge of individuals with dementia from state hospitals, to include contracts to support serving individuals in private settings and funding for a pilot mobile crisis program targeted toward individuals with a diagnosis of dementia. Directs the Secretary of Health and Human Resources to convene a workgroup to make recommendations for the use of evidence-based services for individuals with dementia to improve quality of care and reduce hospitalizations.
- Provides \$2.5 million GF in FY 2022 for discharge assistance planning for individuals returning to the community from state hospitals.
- Provides \$80,000 GF in FY 2021 and \$691,612 GF in FY 2022 for administrative costs for implementation of the "Marcus Alert" legislation enacted in the special session.
- Amends language authorizing use of state funding to provide alternatives to admitting children to the Commonwealth Center for Children and Adolescents to allow step-down services or community-based services to be funded as alternatives to inpatient care.

- Expands allowable uses for previously-appropriated funds for Crisis Intervention Team training to support CIT initiatives.
- Authorizes the State Board of Behavioral Health and Developmental Services to promulgate emergency regulations for licensing of children's residential facilities to align with federal requirements in the Family First Prevention Services Act.

Social Services

- Provides \$9.2 million GF and \$5 million in federal funds in FY 2022 for prevention services for children at imminent risk of entering foster care, in keeping with the Family First Prevention Services Act.
- Provides \$2 million GF and \$2.9 million NGF to expand the Supplemental Nutrition Assistance Program Employment and Training program to 95 additional local departments of social services.
- Directs \$3 million from the Temporary Assistance to Needy Families block grant to contract with the Virginia Federation of Food Banks for child nutrition programs.
- Provides \$75,000 GF in FY 2022 for an emergency approval process for kinship caregivers in order to help place children with eligible relatives.

Natural Resources

- Provides \$400,395 in FY 2022 to fund dam safety management and engineering positions.
- Includes \$13.5 million in FY 2022 for supplemental funding for the Virginia Natural Resources Commitment Fund for agricultural best management practices and technical assistance to soil and water conservation districts.
- Includes \$1 million in FY 2022 for natural heritage public safety and access needs.
- Provides nearly \$12 million in FY 2022 to the Department of Environmental Quality (DEQ) for air, land, and water protection efforts (namely through staffing increases).
- Includes \$78,150 GF in FY 2022 for a coastal resiliency manager position through the Marine Resources Commission.
- Provides \$1.3 million NGF over the biennium for the acquisition of state parks.

Transportation

- Expands use of the Governor's New Airline Service Incentive Fund to provide or assist in the provision of marketing, advertising, or promotional activities in order to incentivize airlines that provide existing air passenger service in Virginia to continue such service.
- Authorizes the Virginia Aviation Board to increase entitlement funds to commercial airports based on demonstrated need.
- Delays strategic plan requirements for urban transit agencies and the Washington Metropolitan Area Transit Authority (WMATA).
- Provides \$50 million GF in FY 2022 to extend intercity passenger rail service from Roanoke to Blacksburg-Christiansburg.
- Provides \$5 million GF in FY 2022 to support the development and construction of multi-use trails, with priority given to trails with a total length in excess of 35 miles and geographic diversity.

Reserves

- Deposits \$650 million GF to the Revenue Reserve in FY 2022.

VACo Contacts: [Katie Boyle](#); [Jeremy Bennett](#); [Chris McDonald, Esq.](#), [Joe Lerch, AICP](#); [Phyllis Errico, Esq., CAE](#)

JLARC Releases December VRS Oversight Report



Members of the Joint Legislative Audit and Review Commission (JLARC) were briefed by Commission staff on December 14 on the Commission's annual oversight report on the Virginia Retirement System (VRS). The [VRS Oversight Act](#) requires JLARC to oversee VRS on a continuing basis, report on investments and other topics, conduct actuarial analysis every four years, and publish a guide for state legislators. The continued health and well-being of VRS is important to local governments as it administers retirement programs and other benefit programs for state and local government employees, including teachers. VRS receives funds from employer contributions, employee contributions, and investment income.

As of September 30, VRS had \$85.1 billion in assets, a \$2.4 billion increase over a one-year period. Ranked by value of assets, VRS is the nation's 18th largest public or private pension fund. In FY 2020, VRS paid \$5.3 billion in retirement benefits and \$430 million in other post-employment benefits from the trust fund. However, in FY 2020, VRS benefits paid out and expenses exceeded additions to the trust fund by approximately \$300 million, mainly due to investment incomes underperforming investment benchmarks and accounting for less than one-third of total additions to the trust fund, after employer and member contributions.

Employer contributions, paid by the state and local political subdivisions through contribution rates, are one of the main sources of funding for VRS retirement plans. Every two years, the VRS board certifies the employer contribution rates that are needed to pay and fully fund the plans over time, as determined and recommended by its actuary. For the 596 local plans that are not supported by the state, the Code of Virginia requires employers to pay the rates certified by the VRS board, with some limited exceptions. Last year, the employer contribution rates for the teachers plan and the local plan average increased by 0.94% and 0.73% respectively for the FY 2021 - FY 2022 biennium. As previously [reported](#), this is largely due to the VRS Board assuming a lower assumed rate of return for the asset portfolio. The VRS actuary projected that contribution rates for teachers and state employees will remain close to their current levels over the next 10 years, assuming investments meet the assumed 6.75 percent rate of return. This information will hopefully remain consistent as we approach a rate-setting year.

Employer contribution rates are one of primary means of ensuring that the funded status of VRS plans remains healthy and able to cover long-term liabilities. According to JLARC, in FY 2020, the funded status of the teachers plan remained approximately the same despite relatively lower investment returns for two primary reasons. First, investment returns are phased in over five years when calculating the actuarial value of assets, which minimizes the impact of returns in any given year. Second, the plans experienced lower than anticipated increases in payroll and inflationary adjustments to benefits.

Under Governor Northam's recently proposed [amendments](#) to the 2020-2022 biennial budget, unfunded liabilities in the VRS teacher retirement plan would be reduced by directing a deposit of an estimated \$61.3 million GF in FY 2021 to expedite repayment of state contributions that were deferred during the 2010-2012 biennium. This would accelerate repayment of that deferment one year ahead of schedule and hopefully help reduce the need for higher employer contribution rates from both the state and local governments.

Regarding local government plans, according to JLARC the average funded status of local plans, adjusted to account for size differences across plans, remained at approximately 90 percent from FY19 to FY20. Local plans have maintained a higher average funded status than the teachers plan or the state supported plans mainly because local employers have generally been required to fully fund their plan contribution rates. However, the funded status of any individual local plan may be higher or lower than the group average.

The full report is available [here](#). JLARC's staff presentation may be found at [here](#).

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

January 9 Set as Deadline for Counties to Comment on Proposed Permanent Workplace Regulations for COVID-19



On July 15, 2020 Virginia adopted an Emergency Temporary Standard (ETS) for Infectious Disease Prevention: SARS-CoV-2 Virus That Causes COVID-19, 16VAC25-220. With the temporary standard expiring on January 27, 2021, the Virginia Safety and Health Codes Board is scheduled to vote on a [proposed permanent standard](#) at its January 12, 2021 electronic meeting.

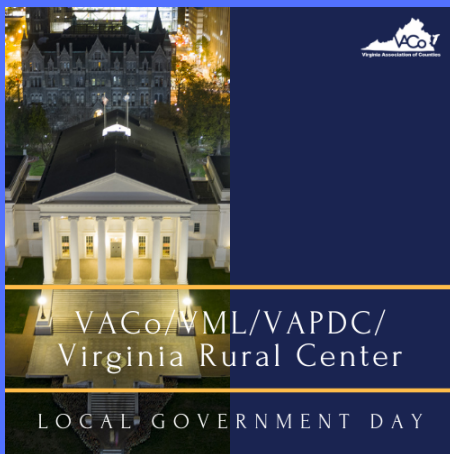
The deadline for comments on the permanent standard is January 9, 2021 and can be submitted electronically [here](#). For more information on the January 12 meeting, as well as a public hearing scheduled for January 5, 2021 go to this [Virginia Regulatory Town Hall webpage](#).

VACo is reviewing the proposed permanent standard for the potential fiscal impacts counties will face in implementing them.

VACo Contact: [Joe Lerch, AICP](#)

VACo/VML/VAPDC/
Virginia Rural Center

Local Government Day



www.vaco.org

Event Details

VIRTUAL WEBEX

Cost: \$30

TIME & DATE

Thursday, January 28, 2021
9am - 11am

AGENDA

- Introductions
- Governor Ralph Northam
- State Legislators Roundtable
- Team Legislative Reports

FAX COMPLETED REGISTRATION FORM WITH
CREDIT CARD INFORMATION TO 804.788.0083.

OR PLEASE MAKE CHECK PAYABLE TO VACo.
MAIL CHECK AND COMPLETED
REGISTRATION FORM TO 1207 EAST MAIN
STREET, RICHMOND, VA 23219.



REGISTRATION

NAME

TITLE

COUNTY/ORGANIZATION

EMAIL

CREDIT CARD NUMBER

EXPIRATION DATE

NAME ON CARD

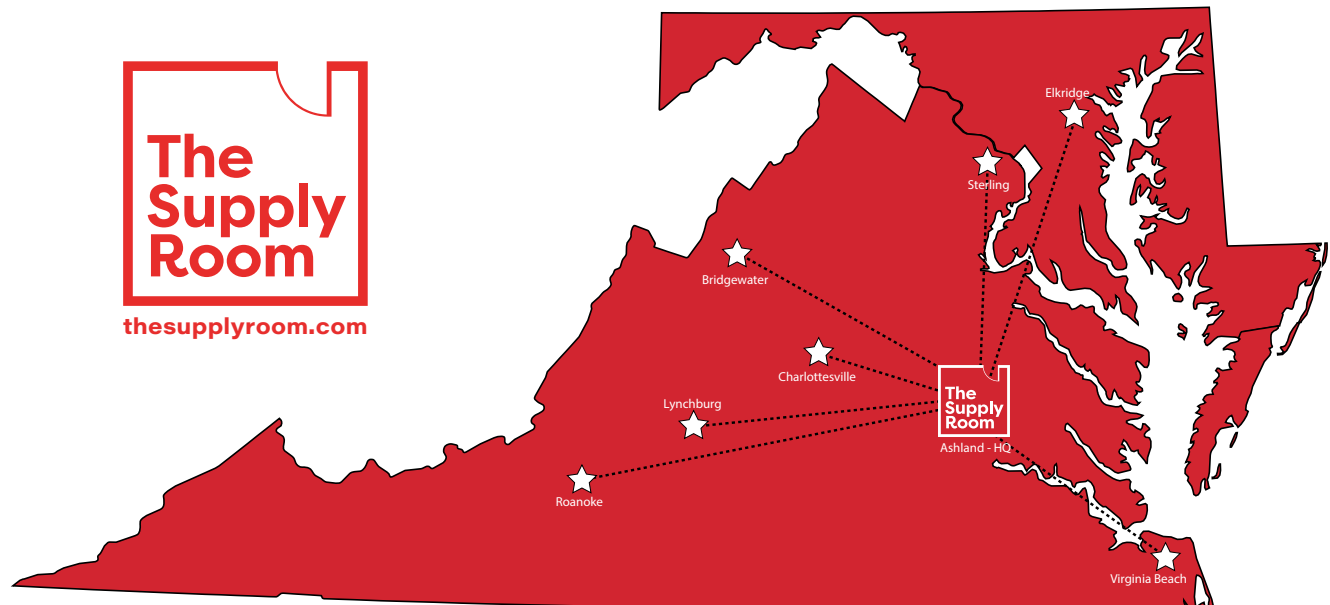
[CLICK HERE TO REGISTER ONLINE](#)

January 28, 2021 | Webex | [Registration Form](#) | [Online Registration](#)

Join VACo, VML, VAPDC and the Virginia Rural Center for Local Government Day on Thursday, January 28! This is our day to advocate for local governments at the 2021 General Assembly Session.

We've invited Governor Ralph Northam to speak, and we're excited to hear how the Governor's legislative agenda will strengthen Virginia's communities. In addition, we've invited legislators to join the discussion. VACo staff also will provide legislative reports on the major issues facing local government in the 2021 General Assembly Session.

VACo Premier Partnership established 2020



2020 is a year like no other and **The Supply Room** quickly pivoted to respond to our customers' needs by expanding our janitorial and cleaning offering and sourcing personal protective equipment (PPE) from trusted manufacturers and partners.

So far in 2020, we have provided Virginia's counties, school districts, colleges and universities with more than **1.2 Million** pieces of PPE and carry a wide variety of products in qualified categories for Coronavirus Relief Funds under the CARES Act, including:



3-ply surgical masks

KN & N-95 masks

Branded cloth masks

Face shields

Gloves

Surgical gowns

Desk shields for schools

Touchless thermometers

Barriers & sneeze guards

Air filtration equipment

Social distancing and health & safety signage

Cleaning, sanitizing, & disinfecting chemicals and supplies

Gel and liquid hand sanitizer

Sanitizer stands

Disinfecting wipes



Proudly serving Virginia's counties since 1951

Our partnership with VACo is newly established, but our history in Virginia is not. The Supply Room was founded in Ashland, VA in 1951. Our core product offering includes:

- Personal protective equipment
- Janitorial and cleaning supplies and equipment
- Office and school furniture with full-service interior design capabilities
- Office supplies
- Coffee and breakroom supplies and equipment
- Technology supplies and services
- Promotional and branded products



Who we are:

As a third-generation family-owned and -operated business, we are the second-largest independent office supplier in the country. With 7 locations across the Commonwealth we offer free, next day delivery with no minimum order requirements to our customers. We are a proud SWaM-certified small and woman owned business (WS-6360.) Multiple purchasing options:

- Commonwealth of Virginia Office Supplies Contract - Contract #: E194-72924
- Omnia Partners Office Supplies Contract - Contract #R190301
- Custom program developed specifically for your County



COMMONWEALTH OF VIRGINIA
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PUBLIC HEARINGS NOTICE

GOVERNOR'S PROPOSED AMENDMENTS TO THE 2020-2022 BIENNIAL STATE BUDGET

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

WEDNESDAY, JANUARY 6, 2021

(Hearings begin at 10 a.m.)

Due to the Coronavirus Pandemic and the Governor's declared state of emergency, in order to comply with public health guidelines, all public hearings will be held virtually. There will be four separate virtual hearings with legislators from each region participating as follows:

Northern Virginia

Western Virginia

Hampton Roads

Central Virginia (Richmond)

Public registration to speak at one of the public hearings will occur on Tuesday, January 5, 2021. Please check either of the following websites for more information:

Senate Finance and Appropriations Committee Website (sfac.virginia.gov)

House Appropriations Committee Website (hac.virginia.gov)

**Public Hearings will be livestreamed on the Virginia General Assembly
[Website Link](#)**

The purpose of the hearings is to receive comments on the Governor's proposed amendments to the 2020-22 biennial state budget. Those persons wishing to speak may register to speak the day before each virtual hearing.

Speakers will be taken in the order of registration. Each person may register only one speaker at a time and only sign-up to speak at one of the hearings. Speakers are asked to limit their comments to three minutes or less. Speakers representing groups and organizations should consolidate remarks to reduce duplication.

Those unable to attend the public hearings in person may submit their comments electronically at https://hodspeak.house.virginia.gov/upcoming_meetings

People with disabilities may request reasonable accommodations by calling (804) 698-7480. All requests for reasonable accommodations must be received by 5:00 p.m., Monday December 28, 2020. Requested arrangements for sign language interpreters, received by December 28th, will be provided via video format.

VACo Releases 2021 Legislative Program



After months of steering committee meetings, lively debate and participation through the Association's legislative process, VACo adopted its [2021 Legislative Program](#). The Legislative Program is organized according to VACo's Steering Committees.

[VACo's 2021 Legislative Program](#) addresses priorities in the realms of Economic Development and Planning, Education, Environment and Agriculture, Finance, General Government, Health and Human Services, and Transportation.

VACo Contact: [Jeremy Bennett](#)



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



Celebrate Your County's Most Innovative Programs

2021 NACo Achievement Awards

Applications are now open for the National Association of Counties (NACo) 2021 Achievement Awards. Please join us in celebrating 51 years of county innovation by applying today.

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

NACo will highlight the 18 “best of category” winners, as well as feature all winners in NACo materials and online. We also provide a customizable press release for you to share the good news with the media and residents.

We encourage all counties, parishes and boroughs to apply.

EARLY BIRD APPLICATION DEADLINE: March 8, 2021 (save \$25 off the application fee)

REGULAR APPLICATION DEADLINE: March 31, 2021

For more information, please review the Achievement Awards online brochure, or email awards@naco.org with any questions.

APPLY TODAY

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.

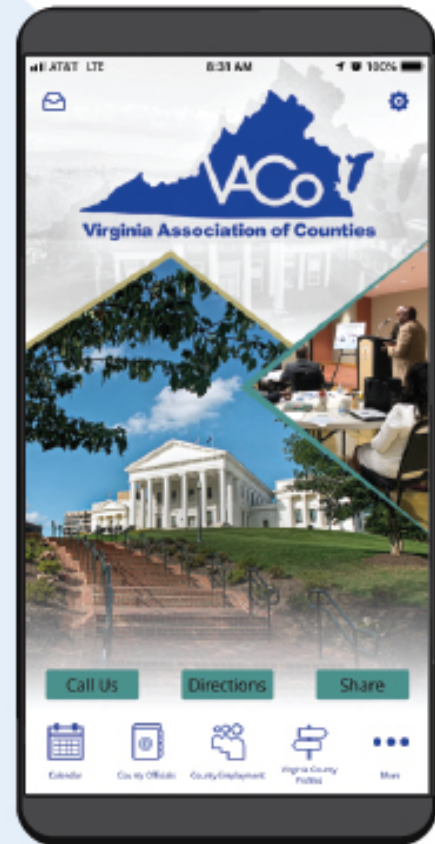
By design and by virtue of the partners we've selected, our plan has been built from the ground up with the express purpose of driving down the cost of care for our county members. With nationally recognized partners such as CIGNA, Gerber, Vitality, MD Live and many others, our plan provides complete 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.

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:

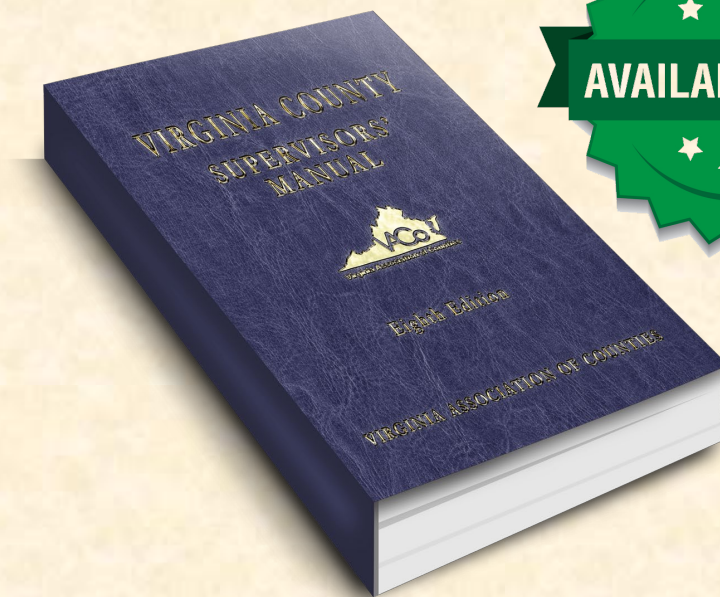
- * VACo Events Registration and Info
- * VACo Member Directory
- * Legislative News and Alerts | Capitol Contact
- * VACo Chat
- * County Pulse Podcast
- * Employment Opportunities

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



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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.

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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).


 **ASSISTANT DIRECTOR OF PUBLIC UTILITIES** | City of Portsmouth | Posted December 16


 **DIRECTOR, COMMUNITY CORRECTIONS** | Prince George County | Posted December 15


 **DEPUTY TREASURER** | Prince George County | Posted December 15

 **ASSISTANT DIRECTOR OF PUBLIC WORKS CAPITAL PROJECTS** | Stafford County | Posted December 15

 **ASSISTANT DIRECTOR OF PUBLIC WORKS UTILITIES OPERATIONS** | Stafford County | Posted December 15


 **FACILITY MAINTENANCE SUPERVISOR** | Alleghany County | Posted December 15


 **PLANNING DIRECTOR** | Town of Christiansburg | Posted December 15

 **HUMAN RESOURCES ANALYST** | Gloucester County | Posted December 11

 **SENIOR BUDGET & PROGRAM ANALYST** | Gloucester County | Posted December 11


 **ADMINISTRATIVE ASSISTANT** | Montgomery County | Posted December 11


 **ACCOUNTING TECHNICIAN I** | Gloucester County | Posted December 11

 **TOWN MANAGER** | Town of Grottoes | Posted December 10


 **DEPUTY ENVIRONMENTAL PROGRAMS ADMINISTRATOR** | Stafford County | Posted December 9


 **ASSISTANT DIRECTOR OF PARKS & RECREATION** | Essex County | Posted December 9


 **EXECUTIVE ADMINISTRATIVE ASSISTANT** | Williamsburg-James City County Public School | Posted December 9


 **PLANNING ZONING & PROJECT MANAGER** | City of Emporia | Posted December 9



 **BUILDING & FIRE OFFICIAL** | City of Emporia | Posted December 9

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 **FINANCE OFFICER** | Patrick County | Posted December 8

 **EQUITY & INCLUSION DIRECTOR** | Prince William County | Posted December 8

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 **ENVIRONMENTAL PLANNER** | New Kent County | Posted December 7



**RISK MANAGEMENT
COORDINATOR** | City of Hopewell
| Posted December 4



**BUILDING OFFICIAL PT
OR FT** | Middlesex County | Posted
December 3



**ASSISTANT COUNTY
ADMINISTRATOR PT OR FT** |
Middlesex County | Posted December
3



**PARKS & FACILITIES
SUPERVISOR** | New Kent County
| Posted December 3



BUILDING INSPECTOR
| King George County | Posted
December 2



LIBRARY DIRECTOR |
Augusta County | Posted December 2



ACCOUNTANT | Town of
Warrenton | Posted December 2



UTILITY OPERATOR (CD)
| Hanover County | Posted December 2



RECEPTIONIST |
Frederick County | Posted December 2



**ASSISTANT
COMMONWEALTH ATTORNEY** |
Frederick County | Posted December 2



**ADMINISTRATIVE
ASSISTANT** | Frederick County
| Posted December 2



GIS TECHNICIAN |
Frederick County | Posted December 2



**CHIEF OF OPERATIONS
& MAINTENANCE** | Hanover County
| Posted December 1



**EMERGENCY
MANAGEMENT COORDINATOR/
EMERGENCY SERVICES
COORDINATOR** | Rappahannock
County | Posted December 1



**DEPUTY COUNTY
ADMINISTRATOR** | Gloucester
County | Posted November 30



FRAUD INVESTIGATOR
| Montgomery County | Posted
November 30



CITY MANAGER | City
of Portsmouth | Posted November 30



**DIRECTOR OF PUBLIC
UTILITIES** | City of Portsmouth
| Posted November 30



**FAMILY SERVICES
SPECIALIST** | City of Winchester
| Posted November 24



DIRECTOR OF FINANCE
| Montgomery County | Posted
November 24



**HUMAN RESOURCES
MANAGER** | Fluvanna County | Posted
November 24



**FAMILY SERVICES
SPECIALIST PT** | Montgomery County
| Posted November 23



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



**EMPLOYMENT SERVICES
WORKER** | Montgomery County
| Posted November 23



**DIRECTOR OF ECONOMIC
DEVELOPMENT** | Tazewell County
| Posted November 23

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.

VACo LEADERSHIP



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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.

