



## Enter the 2021 VACo Achievement Awards

Dear VACo Members –

It's time for the 2021 Achievement Awards Program. Any county department is eligible to compete so ENTER NOW!

### [Achievement Awards Submission Form](#)

All entries are required to be submitted in electronic form. No paper copy submissions are necessary. The electronic copy should be a PDF or WORD file. Email entries to Gage Harter at [gharter@vaco.org](mailto:gharter@vaco.org).

Submissions must be received by July 1, 2021.

Last year, we processed 76 entries and selected 21 winners from 14 Counties. VACo presented awards at 14 Board of Supervisors Meetings, recognized winners at the virtual Annual Conference, and issued a news release to statewide media.

The judges for the 2021 Achievement Awards will be announced soon.

VACo has received more than 800 entries over the past decade. Last year's Best Achievement winner was Prince William County for its "Human Rights Student Leadership Council" program.

VACo encourages all Counties, big and small, to enter the 2021 Achievement Awards Program. Please contact [gharter@vaco.org](mailto:gharter@vaco.org) with questions or for more information.

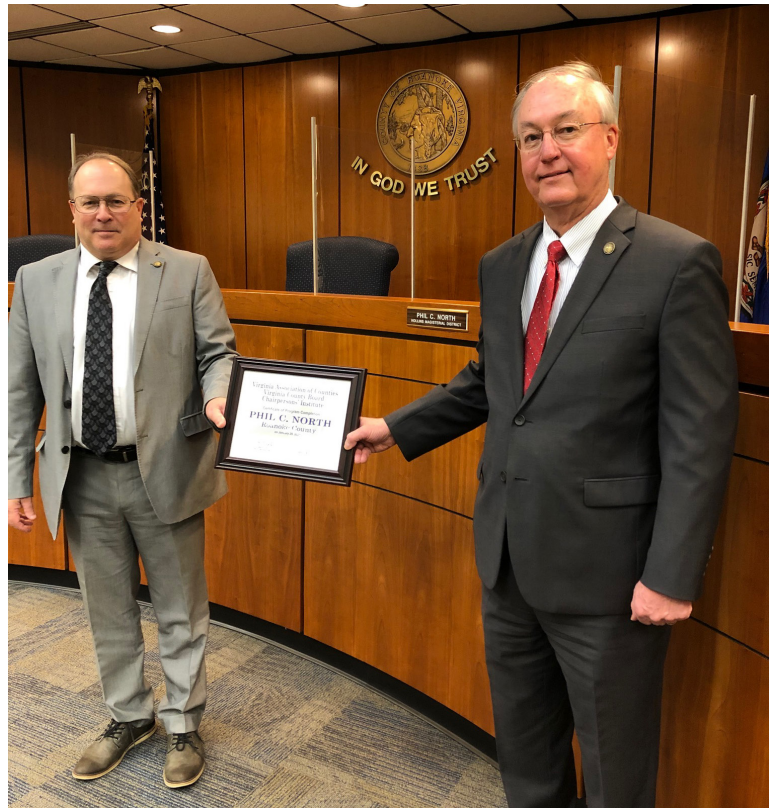
[Achievement Awards Submission Form](#) | [Achievement Awards Website](#) | [2020 Achievement Awards Press Release](#) | [Browse all of the 2020 Entries](#) | [Past Achievement Award Winners](#) | [Past Judges](#)

# Celebrating the Chairpersons' Institute

Congratulations to several graduates of the VACo Chairpersons' Institute!

Isle of Wight Vice Chairman **Don Rosie**  
Mathews County Vice Chair **Melissa Mason**

Roanoke County Supervisor **Phil North**  
Bland County Chairman **Stephen Kelley**





## Regulation regarding state intervention in local departments of social services open for public comment



The State Board of Social Services is considering a proposed regulation that would authorize the Commissioner of the Virginia Department of Social Services to intervene in situations where a local department is failing to provide public assistance or social services. Current Code allows the Board to authorize the Commissioner to step in and provide for these services to be carried out if a county or city fails or refuses to do so. The same statute also provides that in circumstances where a locality “fails to operate public assistance programs or social service programs in accordance with state laws or regulations or fails to provide the necessary staff for the implementation of such programs,” the Board may authorize the Commissioner to withhold (in whole or in part) the locality’s reimbursement for administrative expenditures.

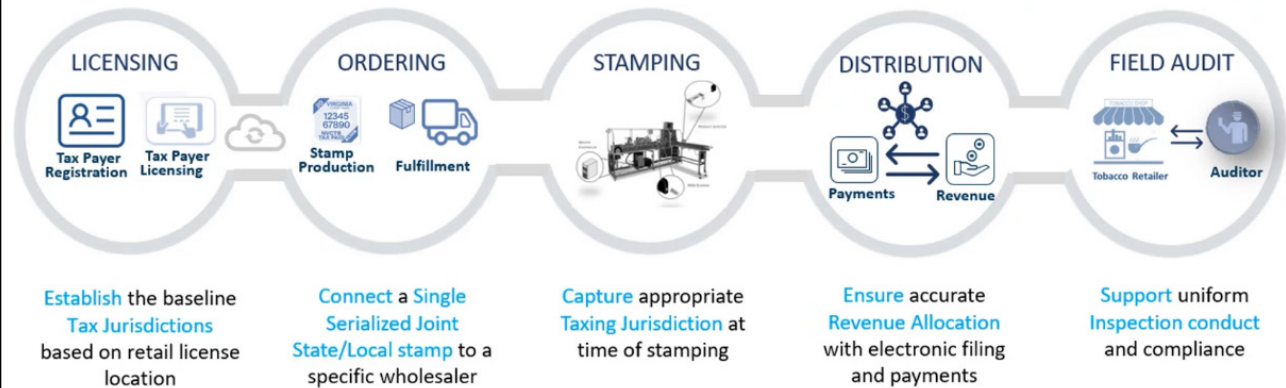
This Code section has been in place for many years, but it provides that this authority shall be exercised “under regulations of the Board,” and regulations had not been adopted when this issue was revisited in 2018. Emergency regulations were put in place in 2018 and were originally set to expire in June 2020, but were extended until December 2020. The State Board of Social Services discussed the issue in summer 2019; VACo made public comment at the Board’s meeting encouraging the Board to spell out the parameters around when this authority would be invoked and incorporate certain protections for localities. VACo and VML met with staff at the Virginia Department of Social Services in fall 2019 to discuss these concerns.

Permanent regulations are now under consideration and a public comment period is open until March 19. The proposed text may be found at [this link](#). Comments may be submitted at [this link](#). VACo’s comments are available at [this link](#) and largely recapitulate the need for specificity on how the authority will be exercised. VACo has suggested that procedures for implementing this authority be vetted through the regulatory process and spell out the metrics through which failure to provide services will be documented; provide for notice to the locality that it risks state oversight and the opportunity for the locality to develop a corrective action plan and demonstrate improvement; allow for the local department and local governing body to appear before the State Board of Social Services; provide for local participation in the development of the plan for reimbursement of the Commonwealth’s expenditures in providing services within the local department; and provide clarity on how withholding of reimbursement for administrative expenditures would be carried out.

**VACo Contact:** [Katie Boyle](#)

## Learn more about cigarette tax stamping process

### SERVICES OFFERED FOR CIG TAX MANAGEMENT



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Cigarette tax revenue may be important to your county. Please join VACo and Premier Partner SICPA-Meyercord Revenue for information on the tax stamping process in Virginia. Alexander Spelman, SICPA-Meyercord Revenue Vice President of Business Development, hosts a 20-minute recorded [webinar](#), designed to guide you step-by-step through the cigarette tax stamping process.

There will also be a live Webex Q&A session at 10am on March 10 to address specific questions. [Here's a link to the Webex invitation.](#)

Legislation enacted in 2020 authorizes counties to impose a local cigarette tax at a rate not to exceed \$0.40 per pack, effective July 1, 2021. Tax stamps are a key element of implementing this new authority, whether counties plan to implement and enforce the tax as part of a regional entity or on their own.

Please RSVP to Karie Walker at [kwalker@vaco.org](mailto:kwalker@vaco.org) or 804.343.2504 to attend the [live Webex Q&A session](#) at 10am on March 10, or if you have any questions.



## Visit Stafford County and Aquia Landing Park

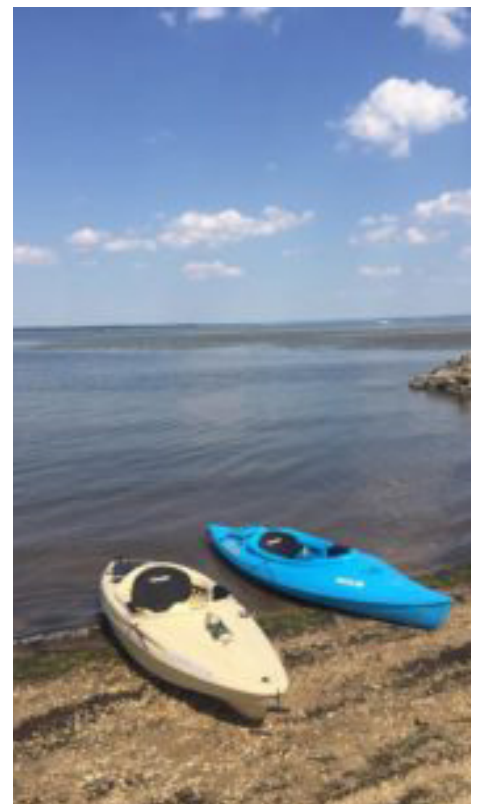
Open year-round, this popular public beach offers fishing, picnicking, kayaking and two large picnic shelters for rent. Rich in outdoor recreation and steeped in history, Aquia Landing is a special place in Stafford County. Located just 7 miles east of Stafford Courthouse (Exit 140 – from I-95). Open 8am to dusk.

This site was the end of the Richmond, Fredericksburg & Potomac Railroad line, making it an important transportation point between Washington, DC. and Richmond, Virginia. It was the first place to see naval fire during the Civil War, making it a featured stop on the Civil War Trails. Aquia Landing is also an important stop on the Underground Railroad Network to Freedom. Henry “Box” Brown, Ellen & William Craft, and John Washington were among the 10,000 enslaved people who traveled through Aquia Landing on their escape route to freedom.

**Contact** | Stafford Parks & Recreation at 540.658.5019

**Admission** | Free for individual use – shelter rental fees apply

**SOURCE:** [Tour Stafford VA](#)







## Become a Certified Supervisor

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

Since its inception in 2005, more than 80 supervisors representing more than 40 counties have completed this training program, earning credentials as a certified county supervisor. Of greater importance, each supervisor has gained the insight, perspective, and confidence needed to address the challenges and opportunities of the local governance experience.

The Virginia Certified County Supervisors' Program features a five-course curriculum, designed to maximize engagement and enhance scholarship. Each course begins with a six-hour topically driven, classroom session, followed by seven weeks of relevant reading assignments and 90-minute virtual sessions to discuss situation-based exercises. The final component of each eight-week course is a concluding six-hour classroom session, which includes a review of the reading and assignment material.

**VACo Contact:** [Karie Walker](#)

**Inventing Your County's Future: The Role of Community Planning**

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

**Opening Session** | May 28  
Location TBA

**Closing Session** | August 6  
Location TBA

**Registration Deadline** | May 10

**Governance in the 21st Century: The Role of Leadership**

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

**Opening Session** | September 10  
Location TBA

**Closing Session** | October 29  
Location TBA

**Registration Deadline** | August 13



VACo's Associate Membership Program is the most efficient and cost-effective way to showcase your company to decision makers from Virginia's 95 counties. This access can play a major role in your marketing efforts, and it benefits counties by identifying potential suppliers in a broad range of services. See how these four VACo Associate Members can help your county.

**John Coban**

Senior Vice President

**Phone:** 855.928.0108**Email:** [jcoban@mbssecurities.com](mailto:jcoban@mbssecurities.com)**Website:** [www.mbssecurities.com](http://www.mbssecurities.com)**[VACo Page Link](#)****Christopher Pomeroy**

President

**Phone:** 804.874.1028**Email:** [chris@aqualaw.com](mailto:chris@aqualaw.com)**Website:** [www.aqualaw.com](http://www.aqualaw.com)**[VACo Page Link](#)****Tatiana Gil**

Senior Sales Executive

**Phone:** 914.486.3974**Email:** [tgil@allpaid.com](mailto:tgil@allpaid.com)**Website:** [www.allpaid.com](http://www.allpaid.com)**[VACo Page Link](#)****Darren Coffey**

Managing Partner

**Phone:** 434.981.2026**Email:** [darren@waypt360.com](mailto:darren@waypt360.com)**Website:** [www.waypt360.com](http://www.waypt360.com)**[VACo Page Link](#)**



# Roanoke County Names Fire & Rescue Chief

Roanoke County Administrator Dan O'Donnell recently announced the appointment of Travis Griffith as Fire & Rescue Chief. Griffith will assume his new position March 8.

"We held a nationwide recruitment process and had many qualified applicants from several states," said O'Donnell. "It reflects highly on the quality of our employees that the best choice was already here in our Fire & Rescue Department. We have an excellent department and Chief Griffith will be able to hit the ground running with his thorough knowledge of our people and operations."

Board of Supervisors Chairman Jason Peters added, "Travis is a dedicated servant to his profession and to the citizens of Roanoke County. I know he will step seamlessly into this role and provide the leadership and vision to prepare the department for future growth."

Griffith currently serves as Deputy Chief of Operations for Roanoke County Fire & Rescue.



"I am humbled to have been chosen to stand beside the women and men of this great department as their Fire Chief," said Griffith. "I am thankful to have received this opportunity and everything we do will continue to be based around providing superior service to those in need."

Griffith began his service with Roanoke County Fire & Rescue in 2002 as a Firefighter/Emergency Medical Technician for the department. He was promoted up through the ranks becoming a Lieutenant in 2005, Captain in 2008, Battalion Chief in 2012, and to his most recent position in 2015.

During his tenure Griffith has coordinated and implemented over \$4.9 million in federal funding for the department for equipment and staffing. Griffith collaborated with the County's other public safety agencies to develop a leadership academy to provide valuable training and professional growth for personnel. He has also led the department's COVID response to ensure the safety of personnel, as well as equip all County employees with supplies to ensure a safe workplace.

Griffith holds a Bachelor of Arts Degree from the University of Virginia and is a graduate of the National Fire Academy's prestigious Executive Fire Officer Program. Griffith resides in Roanoke County with his wife Ellen and daughters Carly and Claire.

Griffith follows Fire & Rescue Chief Steve Simon who retired in February 2021 after serving 27 years with the department.

The Roanoke County Fire & Rescue department is a combination system, utilizing career and volunteer personnel to provide fire and rescue services. The department responds from 13 stations, employs 200 full-time career personnel, and has nearly 200 active volunteers.



**THURSDAY, APRIL 29 AND FRIDAY, APRIL 30 | VIRTUAL WEBEX**

## VACo COUNTY SUPERVISORS' FORUM

NAME \_\_\_\_\_

TITLE \_\_\_\_\_

COUNTY/ORGANIZATION \_\_\_\_\_

EMAIL \_\_\_\_\_

CREDIT CARD NUMBER \_\_\_\_\_

EXPIRATION DATE \_\_\_\_\_

NAME ON CARD \_\_\_\_\_

Fax completed registration form with credit card information to 804.788.0083

Or please make payable to VACo. Mail check and completed registration form to 1207 East Main Street, Richmond, VA 23219

[Click here](#) to register online

**Registration Fee: \$350**

**Thursday, April 29 - 830am to 5pm**

**Friday, April 30 - 830am to 1230pm**

Speakers may refer to the [VACo Supervisors' Manual](#), which is strongly encouraged for this meeting. If you need a [Supervisors' Manual](#), please contact Valerie Russell at [vrussell@vaco.org](mailto:vrussell@vaco.org) with any questions.



# General Assembly Adopts Budget Compromise



Legislators approved a set of revisions to the biennium budget on Saturday evening, agreeing to the budget compromise by a vote of 29-10 in the Senate and 67-32 in the House. A key element of budget negotiations was the tax treatment of business expenses that were funded with federal Paycheck Protection Program loans that were forgiven; while the forgiven loans are excluded from Virginia income tax, there was significant discussion earlier in the session about the degree to which businesses that received such a loan should also be able to deduct business expenses that were funded with these loans. This issue needed to be resolved before a budget could be finalized as state revenue projections must be adjusted to reflect the effect of allowing the deductions. Ultimately, conferees settled on allowing up to \$100,000 in deductions for these expenses for tax year 2020, as well as income tax subtractions of up to \$100,000 for businesses that received Rebuild Virginia grants in order to provide parity between businesses that received assistance from different sources.

Shared spending priorities for both chambers included compensation for teachers and state and state-supported local employees; protecting K-12 education from losses associated with pandemic-related enrollment fluctuations and addressing learning loss; restoring priority spending items that had been “unallotted” in April 2020 as a result of the pandemic; and continuing to make progress on water quality requirements.

Below is a summary of the key provisions of the budget conference report of interest to county governments. In addition, an analysis of the conference report’s provisions related to Constitutional officers prepared by the Executive Secretary of the Compensation Board is available [at this link](#). Estimated direct aid distributions to school divisions may be found at [this link](#). VACo will provide FY 2022 estimates of local option sales and use tax distributions as soon as those estimates are available from the Department of Taxation.

The Governor’s deadline to act on the budget and bills that passed the legislature in the last week of the special session is midnight on March 31. The legislature will consider gubernatorial amendments and vetoes at the reconvened session on April 7. A handful of bills that passed in the 2021 regular session (which adjourned February 8) also await gubernatorial action, the deadline for which is March 10; if the Governor proposes any amendments or vetoes to these bills, a reconvened session will be held March 17.

**[Read VACo’s summary of key provisions in the budget conference report.](#)**

**VACo Contacts:** [VACo Legislative Team](#)



# General Assembly votes to legalize marijuana



After months of debate and over a year of preliminary study and analysis, the General Assembly has voted to legalize marijuana in the Commonwealth.

[HB 2312 \(Herring\)](#) and [SB 1406 \(Ebbin\)](#) passed the House of Delegates and Senate late on Saturday, February 27, paving the way for the legalization and subsequent commercialization of marijuana throughout Virginia. In a virtual legislative session marked by countless twists, turns and challenges, these bills were amongst the most difficult for the General Assembly to grapple with. By the time a final vote was taken in each chamber, the bills had already been heard by three subcommittees and six full committees in the House and Senate, not to mention the many days of rigorous debate heard on the floor of each chamber.

Ultimately, a [compromise version of HB 2312/SB 1406](#) passed with lengthy delays incorporated in the legislation. As it currently stands, both the legalization of possession of marijuana as well as the establishment of retail sales are delayed until January 1, 2024. The Commonwealth can begin to act as of July 1, 2021, to establish and develop the Virginia Cannabis Control Authority, the regulatory body that will provide oversight to this new industry.

As with earlier drafts, the final legislation agreed to is sweeping in nature, covering numerous topics (ranging from criminal code revisions to tax policy) and clocking in at 264 pages. For the sake of brevity, three main local government concerns will be addressed here: local option, tax, and land use.

## **Local Option for Retail Stores**

*§ 4.1-629, Lines 6816-6849*

The approved legislation provides that a local referendum may be held on the possible prohibition of retail marijuana stores in each locality. Per **§ 4.1-629**, the governing body of a locality may, by resolution, petition the circuit court for the locality for a referendum on the question of whether retail marijuana stores should be prohibited in the locality.

More on Next Page

If a majority of the voters in such referendum vote “No,” retail marijuana stores shall be permitted to operate within the locality 60 days after the results are certified or on January 1, 2024, whichever is later. Additionally, no subsequent referendum may be held pursuant to this section within such locality. If, however, a majority of voters vote “Yes” on the question, retail marijuana stores shall be prohibited in the locality effective January 1 of the year immediately following the referendum. A referendum on the same question may be held subsequent to a vote to prohibit retail marijuana stores, but not earlier than four years following the date of the previous referendum. Any subsequent referendum shall be held pursuant to the provisions of this section.

When any referendum is held pursuant to this section in a town, separate and apart from the county in which such town or a part thereof is located, such town shall be treated as being separate and apart from such county. When any referendum is held pursuant to this section in a county, any town located within such county, shall be treated as being part of such county.

Finally, Enactment Clause #22 of the legislation stipulates that the initial referendum authorized under § 4.1-629 shall be held and results certified by **December 31, 2022**. A referendum on such question shall not be permitted in a locality after January 1, 2023, unless such referendum follows a referendum held prior to December 31, 2022, and any subsequent referendum, in which a majority of voters voted “Yes” to prohibit the operation of retail marijuana stores.

## **Tax and Revenue**

*§ 4.1-614, Lines 6639-6665; § 4.1-1003, Lines 7520-7533; § 4.1-1004, Lines 7534-7553*

Per **§ 4.1-1003** of HB 2312/SB 1406, a **tax of 21 percent** shall be levied on the sale of retail marijuana, retail marijuana products, marijuana paraphernalia sold by a retail marijuana store, non-retail marijuana, and non-retail marijuana product. This new tax shall be *in addition* to any tax imposed under Chapter 6 (§ 58.1-600 et seq.) of Title 58.1 or any other provision of federal, state, or local law.

The revenue from this 21 percent tax is already accounted for in the legislation. **Per § 4.1-614:**

- Forty percent of the revenue is allocated for pre-kindergarten programs for at-risk three-year-olds and four-year-olds;
- Thirty percent is allocated to the Cannabis Equity Reinvestment Fund (established pursuant to § 2.2-2499.4 of the legislation);
- Twenty-five percent is allocated to the Department of Behavioral Health and Developmental Services (DBHDS), to be distributed to community services boards (CSBs) for the purpose of administering substance use disorder prevention and treatment programs; and
- Five percent is allocated to public health programs.

Pursuant to **§ 4.1-1004**, there is also an **optional three percent local tax** that may be levied on any sale taxable under § 4.1-1003. The legislation clarifies that this new local tax shall be in addition to any other local sales tax imposed under Chapter 6 (§ 58.1-600 et seq.) of Title 58.1, any food and beverage tax imposed under Article 7.1 (§ 58.1-3833 et seq.) of Chapter 38 of Title 58.1, and any excise tax imposed on meals under § 58.1-3840. This three percent tax may be levied by ordinance. If a town imposes a tax under this section, any tax imposed by its surrounding county under this section shall not apply within the limits of the town (to prevent an accidental double-tax).



All local tax revenues collected under § 4.1-1004 shall be paid into the state treasury and credited to a special fund called “Collections of Local Marijuana Taxes.” The revenues shall be credited to the account of the locality in which they were collected. If revenues were collected from a marijuana establishment located in more than one locality by reason of the boundary line or lines passing through the marijuana establishment, tax revenues shall be distributed pro rata among the localities. Payments shall be made to each locality on a quarterly basis.

### **Land Use Authority**

*§ 4.1-630, Lines 6850-6865; § 4.1-631, Lines 6866-6876*

A consistent theme in the debate over these bills was the extent to which local governments had authority over the commercialization of marijuana. Simply put, the legislation does seek to broadly limit the authority a locality has to adopt future ordinances or resolutions regarding the cultivation, manufacture, possession, sale, wholesale distribution, handling, transportation, consumption, use, advertising, or dispensing of retail marijuana or retail marijuana products in the Commonwealth. Despite this language, however, the legislation does provide several key provisions that help local governments:

First, as described in depth earlier, localities do have the option to hold a referendum on the prohibition of retail sales of marijuana.

Second, any county, city, or town may adopt an ordinance (i) that prohibits the acts described in § 4.1-1108, or the acts described in § 4.1-1109, and may provide a penalty for violation thereof; and (ii) that regulates or prohibits the possession of opened retail marijuana or retail marijuana products containers in its local public parks, playgrounds, public streets, and any sidewalk adjoining any public streets.

Additionally, the legislation does include language (**§ 4.1-630(C)**) that was proposed by VACo and other local government representatives that clarifies that “nothing in this chapter shall be construed to supersede or limit the authority of a locality to adopt and enforce local ordinances to regulate businesses licensed pursuant to this chapter, including local zoning and land use requirements and business license requirements.”

Finally, **§ 4.1-631** authorizes counties, cities, and towns to adopt ordinances that regulate the hours during which retail marijuana and marijuana products may be sold.

### **Next Steps**

Having now passed both the House and Senate, HB 2312/SB 1406 will be communicated to the Governor for analysis and eventual action. While not highlighted in this particular write-up, there are numerous questions and issues that stakeholders – both supporters and opponents of the legislation – have continued to raise, particularly related to the criminal justice aspects of this legislation (especially in regard to the 2024 legalization date). It is unclear what – if any – amendments the Governor may send back to the General Assembly.

VACo will continue to monitor this legislation and will provide updates, as necessary.

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

# Capitol Contact

## Virginia General Assembly

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

The 2021 General Assembly session began in January as legislators deliberated on many issues of critical importance to local government, including the state budget, broadband, education funding, economic development, public safety, taxes and other policy matters.

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

### JANUARY 2021

- January 12, 2021: [Virginia General Assembly Convenes Tomorrow](#)
- January 14, 2021: [Virginia General Assembly Convenes](#)
- January 19, 2021: [Legislation and Budget Amendments Seek to Implement Recommendations of JLARC's CSA Report](#)
- January 21, 2021: [Budget Amendments Introduced to Support County Priorities](#)
- January 26, 2021: [Workers' compensation presumption legislation for EMS personnel amended, COVID-19 presumption bills advance](#)
- January 28, 2021: [VACo Local Government Day Bulletin](#)
- January 29, 2021: **Capitol Contact ALERT** – [Oppose SB 1440: Erosion of Governmental Immunity for Law Enforcement](#)

### FEBRUARY 2021

- February 2, 2021: [VACo Members – Encourage Your House of Delegates Members to Pass Helpful Public Notice Bill](#)
- February 4, 2021: **Capitol Contact ALERT** – [Cigarette Taxing Authority Being Compromised: Call Senators to Oppose](#)
- February 4, 2021: [Cigarette Taxing Authority Being Compromised: Call Senators to Oppose](#)
- February 9, 2021: [Cigarette Tax Legislation Overhauled; Regional Board Participation Mandate Removed](#)
- February 11, 2021: [‘Money Committees’ Release Budgets](#)
- February 16, 2021: [School Construction and Maintenance Financing Legislation Encounters Mixed Fortunes](#)
- February 18, 2021: [SOQ Support Position Bill Survives](#)
- February 23, 2021: [Please Contact Legislators to Support Key County Priorities in Budget Conference](#)
- February 25, 2021: **Capitol Contact ALERT** – [COVID-19 Workers' Compensation Presumption Bills in Conference: Call Conferees to Support Prospective Version of the Bill](#)

### MARCH 2021

- March 2, 2021: [General Assembly Adopts Budget Compromise](#)
- March 4, 2021: [Legislature passes complex changes to laws regarding the siting and taxing of solar and energy storage projects](#)



# Commonwealth Connect Coalition Updates and Beginning of VATI FY 2022 Process



The next meeting of the [Commonwealth Connect Coalition](#) is scheduled for March 23. Topics of discussion will include a presentation from the Federal Reserve Bank of Richmond on the economic impacts of broadband expansion, a recap of broadband related legislation and budget items from the 2021 General Assembly session, and an overview of the [Federal Emergency Broadband Benefit Program](#), which will provide a \$50/month (\$75/month on tribal lands) subsidy for the cost of internet service for select individuals for 6 months. The program will be operated directly between the FCC and broadband providers.

Additionally, meeting dates have been announced for the Virginia Telecommunications Initiative ([VATI](#)) FY 2022 award process and can be reviewed below.

More information on the Commonwealth Connect Coalition, broadband funding opportunities, and resources and guidance for local governments seeking to improve broadband access can be found [here](#).

## Upcoming Events and Deadlines

### **March 23 - Commonwealth Connect Coalition Meeting**

10am - 11am

Webinar link (video and audio) - <https://meet.google.com/eqf-voyd-jbw>

Conference Call (audio) – 413-931-1072 Pin: 613-190-763

### **April 27 - VATI Guidelines Stakeholder Meeting #1**

10am - 12pm

### **May 4 - VATI Guidelines Stakeholder Meeting #2**

10am - 12pm

### **May 17 - VATI Guideline Public Comment Deadline**

### **June 17 - VATI How to Apply Webinar**

2pm - 4pm

### **July 27 - Deadline for Public Notice for VATI Applications**

VACo Contacts: [Jeremy R. Bennett](#) and [Joe Lerch, AICP](#)

**CYBERSECURITY  
COLLABORATIVE**

A CyberRisk Alliance Company



**The Cybersecurity Collaborative (CSC) is a private membership organization for cybersecurity leaders to share experiences and insights, access CISO approved tools, and collaborate with peer to solve their problems in real-time.**

Member benefits include:

- Task Force Working Groups: Member-only Collaboration to develop tools and solutions free of vendor or analyst influence
- CISO Rapid Response: On-Demand collaboration with CISOs to help you solve your most pressing challenges.
- Tool & Policy Library: CISO developed tools and policies to develop and strengthen your security program.
- Morning Security Reports: Real-time situational awareness curated and emailed to members every morning free of ads.
- Virtual Briefings & CISO Boardrooms: Closed-door, private briefings with CISOs and national security leaders for unique insights on threats, policy, and solutions.
- Leadership Development Program: 12-week program developed in partnership with General Colin Powel and the Professional Development Academy

Please Contact Foss Baldwin at [Foss@cyberleadersunite.com](mailto:Foss@cyberleadersunite.com) to learn more!

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### **Cybersecurity Resources from the Cybersecurity Collaborative**

**Podcast Interview:** *The Cybersecurity Collaborative's "CISO Stories Podcasts" talks with leading cybersecurity experts on the hottest issues impacting state and local government.*

- *SLED Security: Pandemics, Policies, & Penny-Pinching* - [link](#)

**New Task Force Working Groups Launched:** *The Cybersecurity Collaborative recently launched two working groups at the requests of its members where state and local officials are collaborating with each other and private sector cybersecurity experts to share best practices an actionable solution to solve some of today's top issues:*

- Third Party Risk & Solar Winds - [link](#)
- Asset Management - [link](#)

**Expert Interviews:** *These cybersecurity leaders recently shared their experiences with the Cybersecurity Collaborative and shared why they find value from the peer-to-peer collaboration and tools offered through the Cybersecurity Collaborative.*

- Todd Fitzgerald, Author, CISO Compass: "Trust Must Be Earned"- [link](#)
- Sheldon Cuffie, CISO, American Family Insurance: "Maintain an Unrelenting Curiosity" - [link](#)

**Webinars:** *These webinars from the Cybersecurity Collaborative offer a glimpse of the type of learning and collaborative that goes on among our members on a weekly basis*

- How cybersecurity and HR leaders can hire and retain a diverse workforce - [link](#)

## 2021 Virginia County Board Chairs and Vice Chairs

County	Chair	Vice Chair
Accomack	Ron Wolff	William Tarr
Albemarle	Ned Gallaway	Donna Price
Alleghany	George Garten	James Griffith
Amelia	H. Joseph Easter, IV	Shaun Weyant
Amherst	Jennifer Moore	David Pugh, Jr.
Appomattox	Samuel Carter	William Hogan
Arlington	Matt de Ferranti	Katie Cristol
Augusta	Gerald Garber	G.L. Wells
Bath	Edward Hicklin	Roy Burns
Bedford	Thomas Scott	Tamara Parker
Bland	Stephen Kelley	Randy Johnson
Botetourt	Donald Scothorn	Richard Bailey
Brunswick	Barbara Jarrett-Harris	John Zubrod
Buchanan	Drew Keene	Jeff Cooper
Buckingham	Donald Matthews	Thomas Jordan Miles
Campbell	Jon Hardie	Matt Cline
Caroline	Reginald Underwood	Jeffrey Black
Carroll	Thomas Littrell	Tracy Moore
Charles City	William Coad	Gilbert Smith
Charlotte	Gary Walker	Will Garnett
Chesterfield	James Holland	Christopher Winslow
Clarke	David Weiss	Beverly McKay
Craig	Jesse Spence	Carl Bailey
Culpeper	Gary Deal	Brad Rosenberger
Cumberland	Brian Stanley	Eurika Tyree
Dickenson	Josh Evans	Peggy Kiser
Dinwiddie	Brenda Ebron-Bonner	Harrison Moody
Essex	Sidney Johnson	Robert Akers
Fairfax	Jeffrey McKay	Penny Gross
Fauquier	Christopher Granger	R. Holder Trumbo, Jr.
Floyd	Joe Turman	Jerry Boothe



## 2021 Virginia County Board Chairs and Vice Chairs

Fluvanna	J. Michael Sheridan	Anthony O'Brien
Franklin	Ronald Thompson	Timothy Tatum
Frederick	Charles DeHaven	Robert Wells
Giles	Richard McCoy	John Lawson
Gloucester	Robert Orth	Christopher Hutson
Grayson	Kenneth Belton	Michael Hash
Greene	Bill Martin	Marie Durrer
Greensville	James Brown	Belinda Astrop
Halifax	Hubert Pannell	Garland Ricketts
Hanover	Sean Davis	Angela Kelly Wiecek
Henrico	Daniel Schmitt	Patricia O'Bannon
Henry	Jimmie Adams	Debra Buchanan
Highland	Harry Sponaule	John Moyers, Jr.
Isle of Wight	Richard Grice	Don Rosie
James City	Michael Hipple, Sr	Paula Sadler
King & Queen	Sherrin Alsop	Doris Morris
King George	Ann Cupka	Jeffrey Stonehill
King William	Travis Moskalski	Edwin Moren
Lancaster	Ernest Palin	Jason Bellows
Lee	Richard Leonard	Larry Mosley
Loudoun	Phyllis Randall	Koran Saines
Louisa	Robert Babyok	Duane Adams
Lunenburg	Charles Slayton	Frank Bacon
Madison	R. Clay Jackson	Charlotte Hoffman
Mathews	Michael Rowe	Melissa Mason
Mecklenburg	Glenn Barbour	Glanzy Spain, Jr.
Middlesex	Wayne Jessie	John Koontz
Montgomery	Steve Fijalkowski	Mary Biggs
Nelson	Ernie Reed	Jesse Rutherford
New Kent	Patricia Paige	Thomas Evelyn
Northampton	L. Dixon Leatherbury	M.E. Betsy Mapp
Northumberland	Richard Haynie	James Long

## 2021 Virginia County Board Chairs and Vice Chairs

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Page	Morgan Phenix	Allen Louderback
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Russell	Rebecca Dye	Timothy Lovelace
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Southampton	Alan Edwards	William Gillette
Spotsylvania	Kevin Marshall	Barry Jett
Stafford	Crystal Vanuch	Cindy Shelton
Surry	Robert Elliott	Michael Drewry
Sussex	Susan Seward	Wayne Jones
Tazewell	Tom Lester	Mike Hymes
Warren	Cheryl Cullers	Archie Fox
Washington	Dwayne Ball	Randy Pennington
Westmoreland	Darryl Fisher	W. W. Hynson
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Wythe	Brian Vaught	Ryan Michelle Lawson
York	Chad Green	Sheila Noll



# Employee Assistance Programs

## MEET THE MENTAL HEALTH NEEDS OF YOUR EMPLOYEES

Employers are faced with a dizzying and confusing array of options as they prepare a strategy to meet the mental health needs of their employees.

Fortunately, employee assistance programs (EAPs) have evolved and innovated and are one of the best end-to-end mental health solutions for employers of every size. EAPs enhance organizational effectiveness by identifying and removing a participant's obstacles to productivity, as well as resolving personal and work-related concerns, such as stress, depression or anxiety. The programs also reduce direct medical costs through effective treatment and advocacy-driven guidance for members with a variety of mental health or substance abuse issues.

To maximize the visibility and awareness of an EAP, many providers build an engagement strategy prior to launch that is tailored to suit the employer's culture and program goals. The strategy typically includes three key elements:

- **Technology:** Leverage technology to engage employees who may not have otherwise been aware of the program. Facilitate single sign-on access to the EAP web platform from the portal(s) of all other vendors and partner with service providers that can identify employees with mental health concerns who may benefit from using the program.
- **Integration:** Position the employee assistance program as a core component of an employer's health management strategy by facilitating case, data and marketing integration with the client's other programs, benefits and resources. Create opportunities to identify and cross-refer employees with Mental Health Services Act (MHSA) concerns to the EAP.
- **Communication:** Promote the EAP through a variety of avenues that are aligned with each client's existing employee communication channels. The program should be marketed as both a proactive and reactive resource to address all employee mental health concerns in a stigma-free environment.

Employee assistance programs have a positive and measurable impact on employee health, well-being and productivity. For more information, contact First Financial today!

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Rich Mangiere, Account Development Coordinator

(804) 510-3401

[Rich.Mangiere@ffga.com](mailto:Rich.Mangiere@ffga.com)

[www.ffga.com/vaco/](http://www.ffga.com/vaco/)





# New Vehicles for the Same Old Budget... or Less



Government entities – across Virginia and nationwide – are putting intense pressure on their departments to deliver first-rate community services with increasingly scarce resources. In turn, government leaders are being challenged to find creative ways to do more with less, while maintaining high standards of quality.

With aging vehicle fleets taking their toll, many local government agencies are learning that working with a professional fleet management company like Enterprise Fleet Management provides them with flexibility and control over their assets. As a result, government agencies are able to invest those cost savings in better serving the people who matter most: taxpayers.

## FINANCES AND CASH FLOW

It's no secret that older, high-mileage vehicles can be more trouble than they're worth. Older vehicles often end up being more expensive due to frequent maintenance and reduced fuel economy. Other hidden costs include administration, taxes, registration, depreciation and insurance.

Many municipalities pay cash for light-duty vehicles out of their capital budget to own their fleet, which typically limits their ability to replace vehicles to a small percentage annually. This method often results in vehicles remaining in fleet past their recommended replacement policies.

By working with a professional fleet management company, a municipality can replace more of its fleet on an annual basis while maximizing savings. Fleet management companies assess reliable forward-looking market data to help government agencies implement the mobility solutions that best meet their needs at the lowest cost to the taxpayer.

## TECHNOLOGY AND INNOVATION

Industry-leading cost control and reporting capabilities help customers reduce total cost of ownership, while also improving productivity and providing updates on the latest industry trends.

For example, Enterprise Fleet Management offers telematics solutions that provide fleet operators a comprehensive view of the analytics of each vehicle and driver to help them track and evaluate:

- Fuel management strategies
- Scheduled and preventive maintenance and maintenance alerts
- Driver performance, accident management and crash avoidance
- Employee productivity
- Data for regulatory compliance

## VEHICLE RESALE

Resale expertise is an important (and often overlooked) element of reducing fleet expenses. The vehicle replacement process is particularly important for government entities as they have a variety of vehicle types and usages.

A fleet management company with remarketing expertise can help maximize vehicle resale value with a rapid sale process and optimal exposure through multiple channels. As a result, government entities can focus on more important assignments and allow the fleet experts to put equity back into their investment.

## CUSTOMIZED APPROACH

All budgets and fleet needs are different. It's essential to partner with a company like Enterprise Fleet Management that can provide a customized solution for your agency's needs. You just might find that you have more control over your fleet costs than you thought – without sacrificing on quality or flexibility.

Enterprise Fleet Management and its affiliate, Enterprise Holdings, together offer a total transportation solution, operating more than 2 million vehicles throughout the world. Enterprise Fleet Management operates a network of more than 50 fully staffed offices, which manages a fleet of more than 570,000 vehicles in the U.S. and Canada. The business provides full-service management for companies, government agencies, and organizations operating medium-sized fleets of 20 or more vehicles, as well as those seeking an alternative to employee reimbursement programs.



Contact Eddy R Simon, Account Executive at [Eddy.R.Simon@efleets.com](mailto:Eddy.R.Simon@efleets.com) for Enterprise Fleet Management in Virginia, for more information.

# Registration is Now Open for the 2021 Virginia Volunteerism and Service Conference

VIRGINIA | MAY 11-13, 2021

## volunteerism & service conference

SERVICE AND VOLUNTEERISM:  
LIGHTING THE WAY IN CHALLENGING TIMES



The annual Virginia Volunteerism and Service Conference will be held virtually on May 11-13, 2021. The virtual event features approximately 20 dynamic workshops led by industry experts in the categories of Capacity Building, Volunteer Management, and Personal/Professional Development.

The conference is the Commonwealth's leading event for organizations and individuals making a difference in their communities. The theme for this year's event is **"Service and Volunteerism: Lighting the Way in Challenging Times."**

Presented by the Virginia Office on Volunteerism and Community Services and the Virginia Service Foundation, this highly-interactive conference will also offer multiple opportunities to network with your peers. The event is open to the public and is ideal for volunteer service leaders, nonprofit executives, faith-based organization leaders, and government agency personnel.

Early Bird Registration is now open!! Registration is only \$100 until March 12, 2021, so hurry and register today!

**Register Now!**



## **PLEASE SHARE YOUR COUNTY DISTRIBUTION PLANS OF THE COVID-19 VACCINE OR A LINK TO YOUR RESPECTIVE PLANS**

VACo is collecting information on county plans of distribution of the COVID-19 vaccine. If your county has developed a plan to distribute the COVID-19 vaccine, other counties may benefit from the information.

Please share your plan, so we can bank the information for other counties. Submissions can be found [here](#).

Please send your plans to Karie Walker at [kwalker@vaco.org](mailto:kwalker@vaco.org)





## **Local Government Attorneys of Virginia: Considerations regarding COVID-19 vaccinations for local government employees**

Dear Local Government Attorney Colleagues:

The COVID-19 Committee endeavors to assist you on matters large and incremental. The [linked memorandum](#) deals with the thorny issue of vaccinations of employees. We hope that it will provide guidance on key legal issues.

Our particular appreciation to Loudoun Senior Deputy County Attorney Milissa Spring and GTP Associate Garrett Autry for their substantive work on this [memorandum](#).

We are almost a year into dealing with this pandemic. The Committee recognizes and thanks you for your respective ongoing efforts, as legal counsel, to support local government during this time.

Stay Healthy,  
Sharon E. Pandak  
Chair, LGA COVID-19 Committee

**Notice:** This summary is provided by the Local Government Attorneys of Virginia, Inc. as general guidance. It is not to be considered legal advice. Officials should seek advice and direction from their county, city or town attorney on any specific questions. Issued 2/2/2022.



# VIRGINIA OUTDOORS FOUNDATION

## Virginia Outdoors Foundation seeks grant proposals for public open space projects

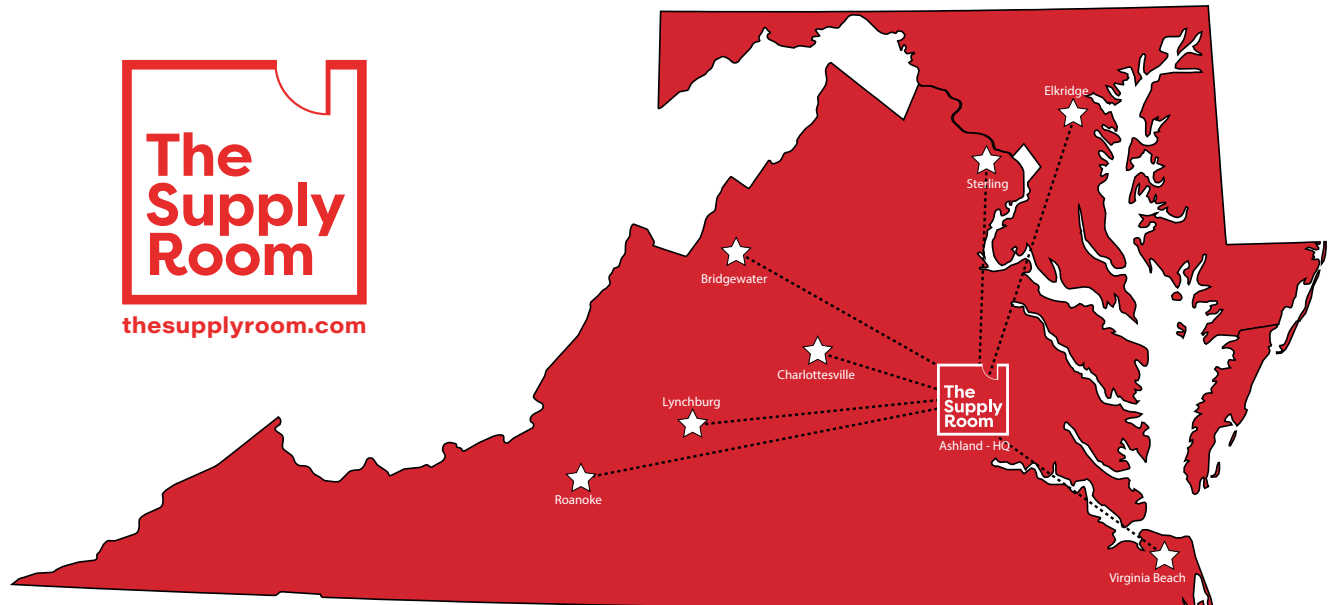
The Virginia Outdoors Foundation is making \$1.13 million available from its Preservation Trust Fund (PTF) and Get Outdoors (GO) programs for grants that connect more Virginians to public open space.

Of the total, \$780,000 is reserved for PTF projects. PTF grants may be used to acquire land, easements, rights of way, lease agreements, or other interests in real estate that result in significant public access. The real estate interest must either be acquired by a local government or conveyed to VOF to be eligible for funding, and protection must meet the requirements of Virginia's Open-Space Land Act.

The remaining \$350,000 is reserved for GO projects. GO grants prioritize projects in communities that have been inadequately served, overlooked, or marginalized by unfair zoning, housing, and land-use practices or other systemic discrimination. The grants may be used to fund infrastructure, studies, planning, and capacity building to enable safe use of, or access to, public open space, as well as for acquisition. Individual projects may receive no more than \$25,000. The minimum grant amount is \$500.

The application deadline for both grant programs is 11:59 p.m. EST, April 16, 2021. The application forms, eligibility requirements, and other materials may be found online at <https://vof.org/ptf> and <https://vof.org/go>. VOF encourages potential applicants to contact staff prior to applying to discuss eligibility and seek guidance on producing a successful application. Contact [grants@vof.org](mailto:grants@vof.org) or 434.282.7054 with questions or for information on how to apply.

## 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







## Celebrate National County Government Month this April

Join the National Association of Counties (NACo) in celebrating National County Government Month (NCGM). Held each April, NCGM is an annual celebration of county government and an excellent opportunity for counties, parishes and boroughs to highlight effective county programs and raise public awareness about services provided to the community.

There is no clearer demonstration of this year's theme – Counties Matter – than the public health emergency and economic crisis we are facing. Now more than ever, our residents are seeing firsthand the essential functions counties perform.

This April, we have an opportunity to reinforce the message that counties provide indispensable services and help our communities stay healthy, safe and vibrant.



**NCGM TOOLKIT**



## 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)

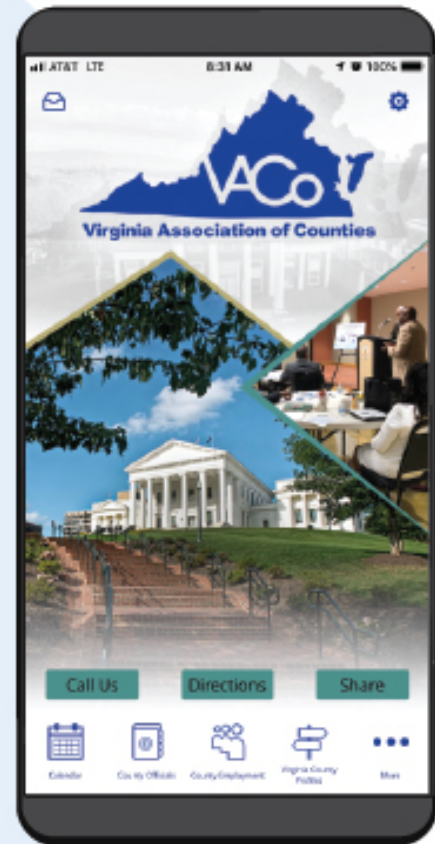
**REGULAR APPLICATION DEADLINE:** March 31, 2021

For more information, please review the Achievement Awards online brochure, or email [awards@naco.org](mailto:awards@naco.org) with any questions.

**APPLY TODAY**

# 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

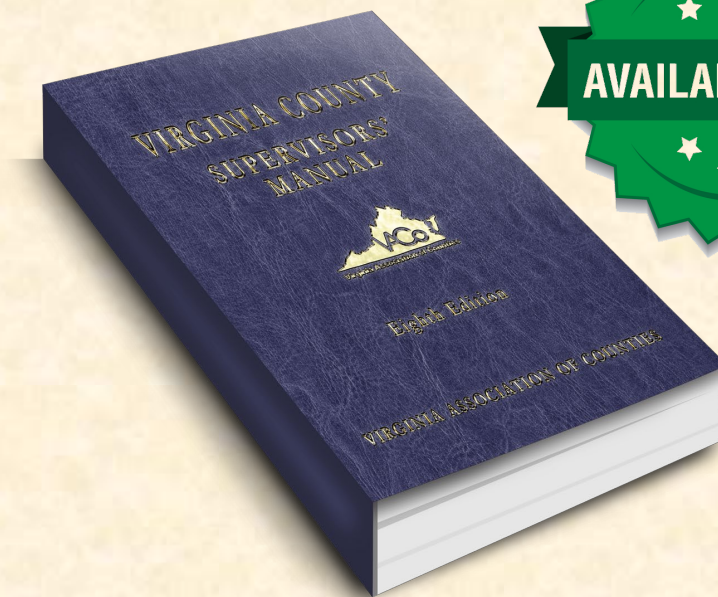
### Downloading the app is easy...

- 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

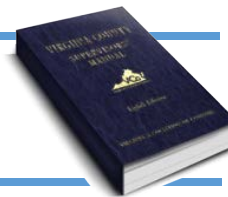


ORDER YOURS TODAY  
\$75 EACH

(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**

### ORDER FORM

NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_

COUNTY (OR ORGANIZATION): \_\_\_\_\_

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Manuals are \$75 per copy. Number of Copies \_\_\_\_\_.

☐ Check enclosed for \$\_\_\_\_\_ Make payable to **VACo Services, Inc.**

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Charge Options: \_\_\_\_\_ American Express \_\_\_\_\_ MasterCard \_\_\_\_\_ VISA

Card No: \_\_\_\_\_ Exp. Date \_\_\_\_\_

Cardholder Name: \_\_\_\_\_

Authorized Signature: \_\_\_\_\_

Email for credit card receipt: \_\_\_\_\_

**Mail completed form to:**

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

**Or FAX credit card purchases to 804.788.0083**

Questions? Call 804.788.6652.



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).



**ACCOUNTANT III** |  
Albemarle County | Posted March 3



**ASSISTANT DIRECTOR OF FINANCE** | Bedford County | Posted March 2



**PROCUREMENT SPECIALIST** | Crater Planning District Commission | Posted March 2



**ADMINISTRATIVE ASSISTANT PT** | Gloucester County | Posted March 2



**PRINCIPAL PLANNER** | Chesterfield County | Posted March 1



**AUTOMATION ANALYST** | Chesterfield County | Posted March 1



**DEPUTY COUNTY ADMINISTRATOR** | Hanover County | Posted February 26



**ENGINEER II** | York County | Posted February 26



**ENGINEER I** | York County | Posted February 26



**CIVIL ENGINEER** | Hanover County | Posted February 26



**DEPUTY COURT CLERK SUPERVISOR** | Montgomery County | Posted February 26



**ELECTICAL PLANS EXAMINER (I, II, III OR IV)** | City of Alexandria | Posted February 26



**BUILDING CODE INSPECTOR (I, II, III OR IV)** | City of Alexandria | Posted February 26



**TAX TECHNICIAN I** | Montgomery County | Posted February 25



**PROBATION OFFICER** | Prince George County | Posted February 25



**SOLID WASTE SECTION MANAGER** | Sussex County | Posted February 25



**PLANNER (CD) – SENIOR I OR II** | Hanover County | Posted February 25



**TOWN MANAGER** | Town of Grottoes | Posted February 25



**MAINTENANCE DIRECTOR** | Carroll County | Posted February 24



**INFORMATION TECHNOLOGY DIRECTOR** | Loudoun County/Novak Consulting Group | Posted February 24



**MANAGER III, SOCIAL SERVICES CASE MANAGEMENT** | Prince George County | Posted February 24



**PARKS MAINTENANCE WORKER** | Prince George County  
| Posted February 24



**MANAGER V. SOCIAL SERVICES CASE MANAGEMENT** | Prince George County  
| Posted February 24



**DIRECTOR, COMMUNITY CORRECTIONS** | Prince George County  
| Posted February 24



**UTILITY WORKER**  
| Prince George County | Posted February 24



**REAL ESTATE APPRAISER** | Prince George County  
| Posted February 24



**REAL ESTATE ASSESSOR**  
| Prince George County | Posted February 24



**POLICE OFFICER (CERTIFIED)** | Prince George County  
| Posted February 24



**DRUG COURT COORDINATOR** | Prince George County  
| Posted February 24



**DIRECTOR OF FIRE & EMERGENCY MEDICAL SERVICES**  
| Prince George County | Posted February 24



**FIRE MEDIC** | Prince George County | Posted February 23



**EXECUTIVE DIRECTOR**  
| Lancaster County Broadband Authority | Posted February 22



**TAX COMPLIANCE AUDITOR** | Chesterfield County  
| Posted February 22



**DEPUTY SHERIFF**  
| Montgomery County | Posted February 22



**DEPUTY COMMISSIONER OF REVENUE I** | Westmoreland County  
| Posted February 22



**CITY MANAGER** | City of Galax/Berkley Group | Posted February 22



**ZONING ADMINISTRATOR** | King William County/Berkley Group | Posted February 22



**SENIOR PLANNER** | Chesterfield County | Posted February 22



**PLANNER ADMINISTRATOR** | Chesterfield County | Posted February 22



**DEPUTY EMERGENCY SERVICES COORDINATOR** | Montgomery County | Posted February 22



**SENIOR BUYER** | Fauquier County | Posted February 22



**RISK & SAFETY ANALYST**  
| City of Manassas | Posted February 18



**SEASONAL LANDSCAPING LABORER** | Montgomery County  
| Posted February 17



**PUBLIC UTILITIES CONTRACTS SUPERVISOR** | City of Virginia Beach | Posted February 17



## 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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**Jeffrey C. McKay**  
Fairfax County



President-Elect  
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Stafford County



First Vice President  
**Jason D. Bellows**  
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VACo exists to support county officials and to effectively represent, promote and protect the interests of counties to better serve the people of Virginia.

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County Connections is a semimonthly publication.

