

Commission on School Construction and Modernizations Continues Examination of K-12 Infrastructure and Financing



On September 29, the Commission on School Construction and Modernization [met](#) again and reviewed various means of financing K-12 infrastructure in the Commonwealth. Members of the American Institute of Architects (AIA Virginia), the Virginia Department of Education (VDOE), and the Virginia Department of the Treasury provided perspective on this longstanding issue of importance to local governments. VACo [supports](#) the work of the Commission to bring attention to this issue and produce recommendations to the General Assembly to provide additional state funding or local financing options to ensure that all of the Commonwealth's students have access to safe and modern learning environments.

Schools function as anchor institutions within a community. During normal business hours of a typical work week, approximately 1/6 of the total population is located inside a K-12 school building. The quality of school infrastructure has ripple effects across communities. Building and maintaining safe, modern school buildings is essential to ensuring educational equity of outcomes, sustainability, student and staff health, and creation of jobs.

Not surprisingly, the age of school buildings has a direct impact on the need for replacement or

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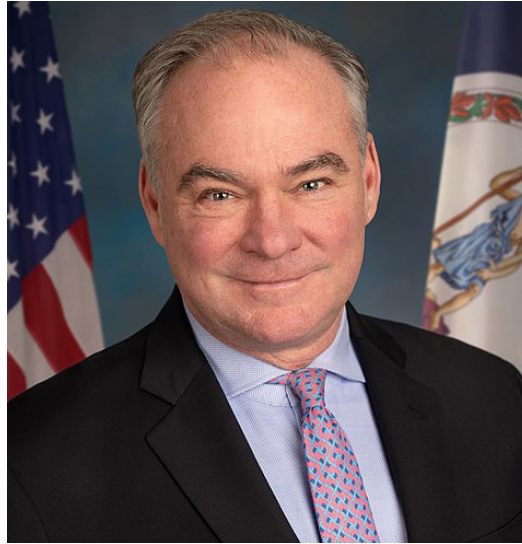
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Senator Kaine Discusses American Rescue Plan Act Implementation with VACo Members



Senator Tim Kaine held an online conversation with VACo and VML members on September 27 to share updates from Congress and to hear from local governments about implementation of the American Rescue Plan Act, including decisions about use of Local Fiscal Recovery Funds and outstanding questions regarding eligible uses and reporting. Senator Kaine noted that the State and Local Fiscal Recovery Funds resources made available directly to states and local governments through the American Rescue Plan Act (ARPA) were designed to address certain limitations of the Coronavirus Relief Fund in the CARES Act; ARPA funding is more flexible, provided directly to counties, and may be deployed over a longer period of time.

Representatives from several local governments provided updates on their discussions and decisions on use of their Local Fiscal Recovery Funds. Montgomery County Vice Chair Mary Biggs noted that her county is taking a deliberate approach to their funds and considering broadband expansion as well as water and sewer projects. Pittsylvania County Administrator David Smitherman outlined his county's plan, which includes a shared investment with the school division in broadband expansion, and assistance to volunteer fire and rescue squads. Mayor Tara Kea of the Town of Ivor discussed the Town's experience as a non-entitlement unit receiving funding through the state; the Town plans to use its funding to replace water meters. Virginia Beach City Manager Patrick A. Duhaney and his staff outlined the City's process of seeking guidance from City Council on its priorities and preparing a plan for use of the funds that will be considered by the Council in the near future. This plan includes stormwater projects as well as capital investments in certain city facilities, with some funds set aside for future contingencies.

Senator Kaine suggested that additional federal assistance may be available through the infrastructure bills currently under discussion in Congress, and Senator Kaine's staff offered to relay further questions about ARPA implementation to staff at the Department of the Treasury. VACo thanks Senator Kaine for the helpful discussion and for his continuing strong support of local governments.

VACo Contact: [Katie Boyle](#)

Chesterfield Deputy County Administrator Announces Retirement



After nearly 33 years of service to Chesterfield County, the last five as deputy county administrator for community operations, Scott Zaremba is retiring effective Dec. 1.

"It's the hardest decision I've ever made," Zaremba said. "What I'll miss most are the people, the friendships and the family atmosphere the county has created. But I know this is the right time to step aside."

Chesterfield will conduct a national recruitment to fill the deputy administrator vacancy. The job announcement was posted Monday, Sept. 20, and the application deadline is Oct. 18.

In his current position, Zaremba oversees five county departments: General Services, Information Systems Technology, Libraries, Parks and Recreation and Risk Management. He also acts as staff liaison to the constitutional offices of sheriff, commonwealth's attorney and Circuit Court clerk, and to the public safety departments of police, fire and emergency communications.

Zaremba graduated from the Whitman School of Management at Syracuse University in 1982 and earned a law degree from the University of Maryland three years later. After briefly practicing labor and employment law for a Richmond-based firm, then working in the city of Richmond's personnel office, he was hired in Chesterfield as a senior analyst for the Department of Human Resource Management in November 1988. He was promoted to assistant director in July 1997 and served in that post until December 2009, when then-County Administrator James J.L. Stegmaier took the somewhat unusual step of appointing Zaremba and his fellow assistant director, Mary Martin Selby, to jointly lead Chesterfield's Human Resources Department.

"Scott has faithfully served the citizens of Chesterfield in a number of roles," said County Administrator Dr. Joseph P. Casey, who promoted Zaremba to manage the community operations division in 2016. "He was my first new hire when I got here and I knew I needed someone like Scott to help build the great team we have. His wisdom and institutional knowledge will be difficult to replace, but we wish him nothing but the best as he enters the next phase of his journey."



Visit Prince William County and the Henry House

Spring Hill Farm - now simply known as Henry Hill - lay fallow and overgrown in the summer of 1861. A small vegetable garden and orchard surrounded the frame house. Inside the home, 84-year old Judith Henry remained bedridden, too old to work the land that had been in her family for more than a century. She shared the home with her daughter Ellen. Lucy Griffith, an enslaved teenager, assisted with domestic chores.

The Battle of Bull Run culminated on the Henry property. Unaware of civilians inside the home, Federal artillery fired on the dwelling to drive away Confederate sharpshooters. The cannon fire crashed through the house, mortally wounding the widow Henry, the battle's only known civilian fatality. By day's end the family matriarch was dead, the house in ruin, and the surrounding landscape forever redefined by the events of July 21, 1861.



Following the war, the Henry family constructed a new home near the site of the original war-time structure. Built in 1870, with an 1884 addition, the current structure remained in the Henry family until the early 1920s. The house subsequently served as the first museum and visitor center at Manassas Battlefield. Today, the house contains exhibits and is open daily each summer.

SOURCE: [National Park Service](#)

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Kollman & Saucier, P.A. is a full-service law firm specializing in the representation of local governments, private employers, colleges and universities in collective bargaining and related labor relations matters. We advise employers regarding union organizing efforts, first and renewal contract negotiations, grievances and arbitrations, impasse proceedings, and unfair labor practice charges. In the public sector, we also assist governing bodies in drafting collective bargaining enabling legislation and “neutrality agreements” with labor organizations. In 2020, Kollman & Saucier opened an office in Charlottesville and began offering services to Virginia local governments confronting the new prospect of collective bargaining with employees pursuant to Va. Code §40.1-57.2.

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renovation. [According](#) to representatives from AIA, best practices in the architectural industry indicate that the typical life cycle of a school building is 40-50 years before there is significant need of renovation. A comprehensive renovation can then extend the useful life cycle of a school building by another 20-30 years. However, as previously [reported](#), more than half of all K-12 school buildings are more than 50 years old.

In most school divisions, the costs of facility operations are second only to staff salaries and represent more than 50% of the total costs of facility ownership over the life cycle of a building. As such, every dollar saved in operations (whether through the design and installation of energy efficient materials, solar panels, etc.) is a dollar that can be used to meet other needs over a facility's lifecycle. As an example, Discovery Elementary School in Arlington County was designed as a "net-zero" school. The cost to operate this one school building is \$0.11/square foot, compared with \$1.32/ square foot for the average school within the division. Surprisingly, according to AIA representatives, the cost difference per square foot to construct this school to a non-net zero school was non-existent. VACo supports legislation allowing counties to implement renewable energy and energy efficiency goals. This includes the allowance of third-party power purchase agreements (PPAs) to serve municipal electric accounts, as well as other creative financing mechanisms that enable the development of renewable energy sources and energy efficiency programs and measures.

Perhaps correlated to operational costs, superintendents from across the state surveyed by VDOE most frequently [ranked](#) HVAC repairs and replacements and school renovations as the highest priority items among renovation categories. This was done with the understanding that limited resources are available to finance school renovations, and that school divisions reported more than \$3 billion in needed renovations not contained in existing approved capital improvement plans (CIP). If funding resources were not an issue, it is quite likely that new school construction would be ranked as a higher priority category. The General Assembly and Governor Northam recently [approved](#) a package of amendments to the 2021 Appropriations Act to include \$250 million for qualifying ventilation improvement projects in public schools, subject to certain conditions. However, the cost to replace all school buildings over 50 years old is estimated to be \$24.8 billion. It is unlikely that every school building over 50 years old would need to be replaced; however, the reported \$3 billion in needed renovations beyond existing CIPs indicates that fully addressing this problem will take a multi-billion-dollar effort.

Though local governments provide the overwhelming majority of funding for school infrastructure projects, State Treasurer Manju S. Ganeriwala and Public Finance Manager James D. Mahone provided an [overview](#) of financing methods currently available to local governments. According to the Debt Capacity Advisory Committee, the Commonwealth could prudently authorize and issue up to \$544 million in new tax-supported debt for each year of the FY 2021 and FY 2022 biennium. This could potentially be a tool to help fund school construction and modernization if the General Assembly and Governor were to authorize this state-supported debt for that use.

Without additional state support, local governments have three primary financing approaches to fund school infrastructure: cash; bank loans; and bonds. Bonds may be General Obligation Bonds, Subject to Appropriation Bonds, the Virginia Public School Authority ([VPSA](#)), or the Literary Fund. Cost, funding availability and timing considerations will influence the approach taken. Regarding bonds issued through the VPSA, a local general obligation (GO) pledge is required, but unlike other (GO) bonding, a referendum

is not required for counties. No out-of-pocket Costs of Issuance are paid by localities, except for local bond counsel opinion, and there are no rating agency fees or economic development authority fees.

Regarding the Literary Fund ([LF](#)), though it is a permanent and perpetual school fund established in the Constitution of Virginia for public school purposes, the vast majority of LF revenues are used by the state to pay the state's share of Teacher Retirement transfers to the Virginia Retirement System (VRS). Since the financial crisis in 2008, the retirement benefit transfers have significantly increased while loans have virtually ceased. This means that not only are public schools not reaping the intended benefits, but the lack of revolving loans has begun to negatively impact the Literary Fund's long-term health and accessibility. Under the 2021 Appropriations Act, VDOE and the Department of the Treasury were required to develop recommendations to make the LF a more competitive and attractive financing tool and to increase the fiscal health of the Fund. These recommendations can be read [here](#) and seem to have been well received by members of the Commission.

The Commission discussed this information and next steps. According to Commission Chair Senator McClellan, the Commission will discuss recommendations to be made to the General Assembly at its next meeting on December 1, including unenacted legislation from previous sessions of the General Assembly. Commission member Delegate Shelly Simonds reminded the Commission of the special taxing [authority](#) first given by the General Assembly to Halifax County in 2019 and then expanded to eight additional localities in 2020. The Commission will review this information at its next meeting. A full recording of the meeting may be downloaded [here](#).

Ultimately, until the Commonwealth provides additional financing options and support to local governments, one of the biggest limitations to financing needed construction and modernization of school infrastructure will continue to be local ability to raise revenues to fund these projects. VACo continues to support efforts to create additional state resources and additional funding options for localities for capital and school construction costs and appreciates the work of the Commission on School Construction and Modernization and other K-12 education and local government stakeholders on this front. We strongly encourage our members to speak with their representatives in the General Assembly about this issue and will continue to attend and report on meetings of the Commission.

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

Virginia Commission on Youth Seeks Public Comment on Draft Recommendations for “Crossover Youth” Information Sharing



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A Message from the Chair

The Honorable Dave W. Marsden, Senate of Virginia

It is my pleasure as Chair of the General Assembly's Commission on Youth to welcome you to our website. The Commission on Youth is tasked with providing a forum for review and study of youth policies and services. Whether you are a member or staff of the General Assembly, a government official, service provider, educator, parent or caregiver, or interested member of the public, you will find this website a wonderful resource on the Commission's work on a host of issues, from child welfare to juvenile justice, or from mental health to education.

Children matter to policymakers in Virginia. Almost 2 million young people age 0-18 live in our state. This number represents almost 25% of our state's population. Correspondingly, a significant percentage of our state budget goes directly to services for these youth and their families. Given the size of this population and the breadth of special needs associated with young people and their families, Virginia is fortunate to have the Commission on Youth to provide guidance and leadership on youth policy issues. I encourage you to familiarize yourself with our work and to let us know whenever we can be of assistance to your child, family or community.

The Commission on Youth is currently conducting a study on best practices for sharing of data and records regarding “crossover youth,” broadly defined as youth who have experienced maltreatment and also engaged in delinquency. This study was directed by legislation approved during the 2021 session that allows access to certain juvenile justice records by staff from the Department of Social Services or a local department, and the Department of Behavioral Health and Developmental Services or a local community services board, when local agencies have entered into a formal agreement with the Department of Juvenile Justice to provide coordinated services to the youth.

On September 20, Commission staff presented a series of proposed recommendations based on the discussions at two work group meetings on the topic; public comment on these recommendations (available at [this link](#)) must be received by 5 p.m. on Thursday, October 14, 2021. Public comments received by the deadline will be provided to the Commission for consideration at its October 19 meeting. Comments may be submitted by email to aatkinson@vcoy.virginia.gov, or by mail to the Commission on Youth, 900 E. Main St, Floor 11, Richmond, VA 23219. Comments may also be faxed to (804) 371-0574. An overview of the draft recommendations follows below:

[More on Next Page](#)

- **Recommendation 1:** Request the Department of Juvenile Justice (DJJ), the Department of Social Services (DSS), and the Department of Behavioral Health and Developmental Services (DBHDS) to create or update guidance on youth information sharing for use at the state level and for dissemination to local court service units, departments of social services, and community services boards (CSBs).
- **Recommendation 2:** Amend Virginia Code to clarify that identification of crossover youth at initial system involvement and sharing of information between local departments and court service units and community services boards must be done in accordance with established agreements among those agencies, and that no further disclosure is permitted unless expressly required by law.
- **Recommendation 3:** Direct DJJ to develop a model memorandum of understanding setting out the respective roles and responsibilities of court service units, local departments of social services, and community services boards regarding sharing of youth records. Require cross-agency training at least annually among local agencies participating in such memoranda of understanding.
- **Recommendation 4:** Direct DJJ to create a pilot project to enable local agencies to share de-identified data on crossover youth in order to encourage local system improvement, with the results of the pilot project to be reported to the Commission on Youth by November 2023.
- **Recommendation 5:** Request DSS, DJJ, and DBHDS to provide initial and ongoing training on youth information sharing to local agencies, to include information on confidentiality laws, protocols for safeguarding data, and informed consent for release of information.
- **Recommendation 6:** Request the Office of Data Governance and Analytics to work with DJJ, DSS, DBHDS, and other stakeholders to develop a plan to use the Commonwealth Data Trust to enable local departments to identify and share crossover youth status at the youth's initial contact with an agency, for the purposes of service delivery.
- **Recommendation 7:** Request DJJ to conduct a study of demographic and outcomes data on the crossover youth population, using the Virginia Longitudinal Data System, to include recommendations on how to improve the collection, sharing, and analysis of de-identified data, with a report due to the Commission on Youth by November 2022.
- **Recommendation 8:** Request the Commission on Youth to undertake a study in 2022 of ways to improve the transition to adulthood for youth receiving services in schools, to include ways the CSBs can work with students, their families, and local education agencies.

The Commission on Youth is also seeking comment on recommendations regarding participation in the Virginia Higher Education Substance Use Advisory Committee (VHESUAC); those recommendations may be found at [this link](#).

VACo Contact: [Katie Boyle](#)

VACo Concludes Regional Meetings for 2021 with September 23 Virtual Visit to Regions 6, 7, and 8



VACo concluded its 2021 regional meetings season with a lively discussion of issues affecting counties in Regions 6, 7, and 8, including perspectives from several members of the regional delegation regarding their expectations for the upcoming General Assembly session. VACo appreciates the participation of Senator Jennifer Boysko, Delegate Vivian Watts, Delegate Mark Keam, Delegate David Reid, and Delegate Suhas Subramanyam, as well as representatives from the offices of Senator David Marsden, Senator Scott Surovell, Delegate David LaRock, and Delegate Kathy Tran. Legislators offered remarks on priority issues for the 2022 session, including paid family and medical leave; assistance to small businesses; workforce development; transportation needs; the process of public contracting; tax reform; and staffing standards for nursing facilities, among other issues.

VACo staff provided an update on the implementation of the American Rescue Plan Act, to include an overview of key aspects of the state's deployment of its State Coronavirus Fiscal Recovery Funds during the August 2021 special session. During the roundtable discussion of county priorities, some attendees shared potential uses of Local Coronavirus Fiscal Recovery Funds that are under consideration in their respective counties, including assistance to emergency medical services providers, public health facility needs, hazard pay, and food assistance.

Counties discussed a variety of legislative priorities, with several jurisdictions discussing the importance of broadband access and challenges created when state-provided salary increases require significant local dollars to meet local matching requirements, as well as to ensure equity between state-funded and locally-funded positions. Other priority issues included harmful algae blooms; jail costs; the state's contribution to K-12; flexibility in the use of Children's Services Act funding to support children in public school settings; restoration of the distribution of recordation taxes to local governments; transportation funding; affordable housing; workforce needs at Community Services Boards, and flexibility in holding certain meetings via electronic means.

VACo extends its appreciation to all members who participated in regional meetings throughout the spring, summer, and fall of 2021, as well as to legislators, speakers, and sponsors. The information shared at these meetings is vital to VACo's legislative process and helps to shape VACo's advocacy priorities for the upcoming legislative session.

VACo Contact: [Katie Boyle](#)

Counties in Regions 12 and 13 Discuss Broadband and More at September 22 Regional Meeting



VACo hosted a robust conversation about the needs of Southwest Virginia in a virtual regional meeting on September 22 with counties in VACo's Regions 12 and 13. VACo was pleased to be joined by Delegate Israel O'Quinn and representatives from the offices of Delegate Terry Kilgore, Senator Todd Pillion, and Senator David Suetterlein, who offered updates on top legislative priorities and pledged their support in assisting the region. Delegate O'Quinn discussed efforts to diversify the region's economy, noting the critical importance of broadband access in securing new business investment in the region. He indicated his continued interest in state support for school capital needs, and briefly discussed potential changes to regional representation under consideration in the state redistricting process.

Kyle Rosner, Governor Northam's Deputy Broadband Advisor, provided an update on efforts to expand broadband access, pointing out the particular benefits associated with increasing access in rural areas, such as the ability to increase agricultural yields through precision agriculture. Resources provided to Virginia through the American Rescue Plan Act (ARPA) have enabled the Governor's goal of statewide access to broadband to be accelerated from 2028 to 2024. \$700 million in ARPA funds will be administered through the Virginia Telecommunication Initiative, in addition to previous state General Fund investments in the program and the dedication of \$30 million in funding from the CARES Act in 2020. Mr. Rosner cited recent legislation making permanent the utility leverage pilot program (which enables Dominion Energy and Appalachian Power to build and lease excess fiber to internet service providers during grid modernization) as a policy solution supporting broadband coverage in several counties thus far, with more projects under development. He encouraged localities to take advantage of the technical assistance available through the Department of Housing and Community Development's Office of Broadband. Mr. Rosner's presentation is available at [this link](#).

VACo staff provided updates on the implementation of the American Rescue Plan Act, including an overview of key uses for the State Fiscal Recovery Fund that were determined by the August special session. Several counties shared some potential uses of Local Fiscal Recovery Fund dollars that are under consideration, including parks and recreation projects, sewer upgrades, and assistance to local fire and rescue squads.

Attendees then shared top legislative and budget priorities in a roundtable discussion. Key issues raised during this conversation included the critical need for broadband access; the importance of housing in rural areas; stresses on local volunteer fire and rescue agencies; overcrowding at state mental health hospitals and the downstream effects of state hospital closures or admission delays on local law enforcement; and the transition to alternative forms of energy.

VACo Contact: [Katie Boyle](#)

Treasury Extends Deadline for American Rescue Plan Act Fiscal Recovery Fund Reporting

The United States Department of the Treasury communicated to Fiscal Recovery Fund recipients last week that Project and Expenditure Reports, which were previously due on October 31, 2021, will instead be due on January 31, 2022, for states, territories, and cities and counties. Treasury has indicated that a User Guide with information about submitting these reports will be forthcoming. Information about reporting requirements is available on Treasury's website at [this link](#).

VACo Contact: [Katie Boyle](#)

Upcoming FOIA Training!



The FOIA Council will be hosting the following live webinar FOIA trainings this month. The webinars are free to attend and are approved for DCJS and CLE credit. Links to register can be found below and on our [website](#). If you are interested in receiving DCJS or CLE credit, you will need to individually register and attend the webinar so that we can confirm your attendance.

[Access to Law Enforcement and Criminal Records](#) (2 hours)

- October 26, 2021 at 1pm

[Access to Public Records](#) (1.5 hours)

- October 27, 2021 at 10am

[Access to Public Meetings](#) (1.5 hours)

- October 27, 2021 at 1pm

Please email us at ric-foiatraining@dls.virginia.gov if you have any questions!

Cheryl Buchanan joins Hanover County leadership team



Cheryl Buchanan is the new Director of Emergency Communications. Buchanan is not new to Hanover 911, as she has worked for the department for 28 years. She began her employment with Hanover County in 1992 as a Communications Officer. Over the years she has advanced to Supervisor, Senior Supervisor, and Communications Center Manager.

The Emergency Communications Department serves as the main public safety answering point for emergency 911 calls. The department serves both Hanover County and the Town of Ashland. The Emergency Communications staff provides call taking and dispatch services to emergency and non-emergency incidents for law enforcement, fire, emergency medical, hazardous materials, animal control, and other critical services.

Buchanan succeeds Curt Shaffer, who retired August 31.

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Congratulations James City County!



Congratulations Louisa County!

Congratulations!

More Achievement Awards Presentations
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Congratulations York County!



Congratulations Roanoke County X2!

Congratulations!

We honor our Virginia Certified County Supervisors' Program Graduates at Board of Supervisors Meetings



VACo's Dean Lynch honored Bedford County Supervisor Mickey Johnson for his graduation from the Virginia Certified County Supervisors' Program. Congratulations Supervisor Johnson!

Congratulations!

We honor our Virginia Certified County Supervisors' Program Graduates at Board of Supervisors Meetings



CREDIT SHERRY HAMILTON / GAZETTE-JOURNAL

The board of supervisors recognized Supervisor Melissa Mason, at left, for achieving certification through the Virginia Certified County Supervisors' Program after a presentation by Virginia Association of Counties' Director of Intergovernmental Affairs Jeremy Bennett, right. <https://www.gazettejournal.net/board-seeks-sewer-district-expansion/>

Congratulations Dr. Melissa Mason!

Congratulations!

We honor our Virginia Certified County Supervisors' Program Graduates at Board of Supervisors Meetings



VACo's Karie Walker recently presented Rockbridge County Supervisor Leslie Ayers with her graduation certificate from the Virginia Certified County Supervisors' Program. Congratulations Supervisor Ayers!

Governor Northam Celebrates New Virginia Department of Energy



RICHMOND—Governor Ralph Northam today announced the Virginia Department of Mines, Minerals and Energy is now the Virginia Department of Energy (Virginia Energy). The name change was passed by the General Assembly and signed by Governor Northam in April 2021. It became official on October 1, 2021.

“Virginia is all-in on clean energy,” said Governor Northam. “We’ve passed one of the most sweeping clean energy laws in the country, and we are transitioning our electric grid to 100 percent clean energy. These are exciting changes, and they mean new jobs, new investment, cleaner air, and a stronger economy.”

The agency’s name change and reorganization follows the 2020 Virginia Clean Economy Act. The act establishes a mandatory renewable portfolio standard to achieve 30 percent renewable energy by 2030, a mandatory energy efficiency resource standard, and the path to a carbon-free electric grid by 2050. The bill also declares that 16,100 megawatts of solar and onshore wind, 5,200 megawatts of offshore wind, and 2,700 megawatts of energy storage are in the public interest. This provides a pathway for clean energy resources to be constructed, while ensuring that the investments are made in a cost-effective way. The Virginia Clean Economy Act protects customers with a program that helps reduce electricity bills and brings energy efficiency savings to low-income households.

The legislation also changed the former Division of Energy to Renewable Energy and Energy Efficiency and the former Division of Mined Land Reclamation to Mined Land Repurposing.

“The Virginia Department of Energy has a long history of working with partners across the energy sector and across government at all levels in the Commonwealth,” said Secretary of Commerce and Trade Brian Ball. “Collaboration between the agency and these partners will be critical to meeting the climate goals that are so important to all of us. This change reflects the agency’s mission to support clean energy programs and energy infrastructure development.”

The Virginia Department of Energy was reorganized to increase the agency’s focus on clean energy in January 2021. Resources were shifted toward development opportunities associated with the repurposing of previously mined sites. Projects include those in the solar energy, agriculture, recreational, cultural, and industrial sectors.

“This agency will continue to provide a high level of service to our traditional customer base, while enhancing the communities we serve,” said Virginia Energy Director John Warren. “The well-timed clean energy movement has allowed us to respond and realign our staff, enabling us to work on new initiatives while keeping our continued customer service.”

The agency’s new website went live today at energy.virginia.gov. Staff emails will also reflect the change, as their domain names will now be “@energy.virginia.gov.”

Virginia Energy was created in 1985 as the Virginia Department of Mines, Minerals and Energy. At that time, the agency mostly served the mining industries, ensuring the safety of coal, mineral, gas, and oil workers and environmental compliance at each site. It also housed the state’s energy office, which has expanded significantly after the passing of the Virginia Clean Economy Act in 2020.

Virginia Energy has nearly 200 employees across the Commonwealth, with offices in Big Stone Gap, Charlottesville, and Richmond. The agency serves as the U.S. Department of Energy’s Virginia State Energy Office and manages state-based clean energy policy and deployment initiatives. Virginia Energy serves as the regulatory agency for coal and mineral mining, as well as natural gas production. Federal grants are administered by Virginia Energy staff to reclaim historic mines through the Abandoned Mine Land program. It also houses Virginia’s Geology and Mineral Resources program.

Clean energy means jobs, a strong economy, and a future for our children.

Webinar on new Virginia Tourism Recovery Program

Virginia Tourism's

American Rescue Program Announcement



Virginia Tourism Corporation (VTC) is pleased to announce that American Rescue Plan Act (ARPA) Tourism Recovery Program funds will soon be available for industry partners.

During the August 2021 Special General Assembly Session, VTC was appropriated \$50 million in ARPA funds to revitalize the tourism industry. The majority of these funds will be directed to the 133 Virginia counties and independent cities for tourism marketing and product development. The ARPA funding will assist localities with financial resources to overcome the negative impact of COVID-19 and support attracting the visitor to destinations across the state. The funds will be designated for marketing including paid media, public relations (earned and social), digital, sales, and product development.

VTC invites you to an overview webinar of the ARPA Tourism Recovery Program to learn more about the process.

Thursday, October 14, 3-4:30pm

Registration is required for all attendees to participate. [REGISTER HERE](#)

**Attention! Free Fall Webinar Series Available to Northern Virginia elected officials!!**

Since 2018, the Regional Elected Leaders Initiative (RELI) within GMU's Schar School of Policy and Government has brought Northern Virginia's elected leaders together to focus on regional challenges. RELI programs and events are uniquely designed to support, engage, educate and connect Northern Virginia's local elected leaders from the state house to the school house. This year's virtual webinars are:

Transportation: New approaches to Street Design that help Businesses Thrive
Friday, October 15, 12-1:30

Marijuana Laws: What Happened and What Local Governments Need to Know
Friday, October 29, 12-1:30

Budgeting with an Equity Lens: the Washington Area Boards of Education (WABE) annual report and more
Friday, November 12, 12-1:30

Elected officials will receive invites at their official email addresses prior to each webinar. For more details on the webinar's content and speakers: <https://bit.ly/39qi3tu>

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The Immediate First Step to Effective Cybersecurity is a Positive Mindset

As a cybersecurity leader, your success is determined by your ability to improve the security of company assets and stakeholders. No doubt this is a challenging endeavor. The landscape is constantly changing, variables are increasingly complex, and threat actors need only to win one attack while you need to successfully defend against every single one. Your success will be dependent upon hardware, software, and people at the perimeter of the company and overall ecosystem, for sure; but, the foundation of your success first and foremost is a positive mindset.

Nothing is ever achieved without first a belief that it can be done. That's a mindset. Mindset is an attitude that colors our view of the world and what's possible in—and beyond—it. Mindset is the initiating force behind NASA's goal (50 years ago) to land humans on the Moon. Similarly, mindset is the initiating force anyone leverages to build something new, reengineer something to be better, or to bring about a change in things. Regardless of whether that change is incremental and evolutionary or transformational and revolutionary, achieving it starts with a positive mindset. So, too, is the case when it comes to securing your company's most important assets and stakeholders.

Our mindset initiates a sense of possibility from which our behaviors and actions follow. Therefore, our mindset serves as the foundation of our results. Those most successful leaders have an unwaveringly positive mindset about who they are and the impact they'll have on those around them.

While all this may seem rather obvious, there's something else important about our mindset: it has a multiplying effect on those around us. It scales and reaches beyond oneself. The greatest leaders know the power of mindset. This remarkable power is one reason Colin Powell, arguably one of the greatest leaders in US military history, who retired as a four-star army general, served as secretary of state, led the military of the United States while serving as the chairman of the joint chiefs, and authored the book *It Worked for Me: In Life and Leadership*, often shares this critical piece of leadership advice: "Perpetual optimism is a force multiplier." Now, to be sure, the opposite is also true. It's because of this fact that we must keep our mindset in check; positive amid chaos and uncertainty, and sometimes, fear.

Whether negative or positive, your mindset multiplies as it affects those around you. It's for this reason that Ashley Ferguson, the global director of strategy, governance, risk, and compliance at SecureWorks, coaches her employees and believes in the need for leaders to "be positive, be open, be truthful, and stay optimistic." She emphasizes this because she knows that attitude is contagious, especially if you're in a leadership role.

If you're wondering if you're a leader, know that we're all leaders some of the time and followers all of the time. So yes, you're a leader, and therefore your attitude is quite important.

Regardless of role, title, or rank, make the choice to be positive. Have an "it can be done" attitude, which just happens to be another piece of leadership advice from Colin Powell. This positivity is necessary because the root cause of your results is attitude, and the foundation of your success is a positive mindset.

POSTSCRIPT ON MINDSET

Today's threat environment is worse than ever. Advanced actors with deep pockets are constantly shifting their points of attack on new-to-market assets such as the cloud. The correlation between the pace of innovation and the pace of change as relates to the threat landscape makes being proactive all the more important. And if that weren't enough to try to take on, today's security professionals also face internal barriers to achieving their goals. People-training tops the list but the number of hurdles and potential breeches in any given security professional's future are too many to count.

In this video you will hear top industry professionals speak about their top concerns. From front page newsworthy briefs to ensuring security efforts are aligned with the company's greatest risk exposures, the modern security professional's concerns are voluminous. Think about it. What keeps you up at night? Regardless of any answer, addressing what keeps you up at night starts with a positive mindset.





Premier Partner Spotlight

VML/VACo Finance



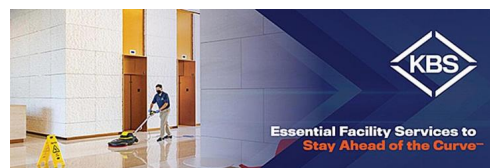
Financial Services of the Virginia Association of Counties

Join Dean Lynch and Bob Lauterberg, Managing Director, as they discuss the Financial and Municipal Advisory Program offered by VML/VACo Finance. VML/VACo Finance is an MSRB-registered municipal advisor that assists local governments of all sizes and credit strengths in planning and structuring the financing of new money capital projects and in refinancing existing debt. They provide high quality financial services at low cost, a goal achieved through cost-sharing. **How can VML/VACo Finance help you?** For more information, please visit www.valocalfinance.org.

Watch the [Premier Partner Video](#)



[OMNIA Partners](#) is excited to announce new cooperative contracts you can access immediately. Drive efficiency, effectiveness and real savings within your organization by utilizing the below contract solutions.



Janitorial Services

- Janitorial services are now available through [KBS](#) & [Pristine Systems, LLC](#) (available in Texas only) through Region 4 ESC.
- KBS provides customized facility services such as facility hygiene, operation support, and exterior maintenance to help keep your facility, employees, and communities safe.

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2022 EXCELLENCE IN VIRGINIA GOVERNMENT AWARDS

**VCU**L. Douglas Wilder School of
Government and Public Affairs

FOR IMMEDIATE RELEASE

September 14, 2021

For More Information Contact:

Paula Otto, piotto@vcu.edu

804.363.9399

Excellence in Virginia Government Awards Nominations Open

The L. Douglas Wilder School of Government and Public Affairs at Virginia Commonwealth University is pleased to announce the 15th annual Excellence in Virginia Government Awards (EVGA) on **April 14, 2022** at Noon. EVGA celebrates people and organizations in the public and private sectors who have made significant contributions to the practice of government and the well-being of our communities and citizens.

“These awards recognize outstanding work at all levels of government in Virginia and honor dedicated public service, innovative approaches and commitment to excellence,” said Susan T. Gooden, Ph.D., dean of the Wilder School.

Nominations for the 2022 Awards are now open, and will be accepted through November 1, 2021. Nominations are being accepted in seven categories: Community Enhancement, Grace E. Harris Leadership Award, Hill-Robinson Expansion of Freedom, Innovation in Government, Lifetime Achievement, Public-Private Partnerships, and Unsung Hero.

To learn more details about the Excellence in Virginia Government Awards, including criteria and past winners, go to wilder.vcu.edu/

You can submit your nomination:

- Electronically via this link: [EVGA 2022 Nomination](#)
- Email to EVGA@vcu.edu (word document preferred)
- Mail to EVGA Awards, c/o Paula Otto, L. Douglas Wilder School of Government and Public Affairs, VCU Box 842028, Richmond, VA 23284-2028.



ADVANCING LEADERSHIP FOR NEWLY ELECTED COUNTY OFFICIALS

Can you imagine what would happen if General Colin Powell, Fortune 1000 CEOs and other executives came together with career coaches and professors from the most prestigious universities to mentor your frontline leaders? What if we could leverage such talent and expertise to advance excellence in county government?

Thanks to the [NACo High Performance Leadership Academy](#), we can.

A 12-week online program was designed — in partnership with the Professional Development Academy — to enable newly elected officials to achieve their fullest potential, making them smarter, more effective leaders.

Additionally, and importantly, the academy is designed to be non-disruptive to newly elected officials' busy schedules. It requires just a few hours of time each week, and there's no travel away from the county required.

The NACo High Performance Leadership Academy will help to retain rising stars in county government and enable them to be better leaders.

"You can't put into words the value of this course. Fantastic moderators and video viewpoints from amazing leaders. Highly recommended for all level of leaders."

– *Polk County Wisconsin Commissioner*

"This program has taught me new leadership tactics, reinforced 30 years of leadership training and experience, and created a nationwide network of leaders." – *Magoffin County Kentucky Judge*

"This program has connected me to others who share the same struggles that I am going through as a leader. This enables me to use them as a support system when needed." – *Wapello County Iowa County Recorder*

Take this opportunity to close the leadership gap. The next programs begin January 2022 and we would love to see you be a part of it.



How awesome was The Supply Room Swag at the County Officials' Summit? [Click here](#) to learn how The Supply Room can help your locality save money and be more efficient.



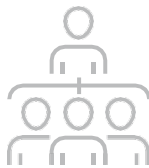
Counties affect the lives of residents every day. When our frontline staff are empowered as leaders, we deliver services more effectively. **The NACo Frontline IT Leadership Academy is a resource that connects your staff with practical leadership training.** FLIT uses an innovative, interactive online learning platform that combines real-time webinars, recorded sessions and small group discussions to deliver effective training without traveling away from the county – saving money and maximizing time.

THE ACADEMY FOCUSES ON FIVE ESSENTIAL SKILLS:



LEAD:

Engage teams and stakeholders to foster positive climates and exceed common expectations



ORGANIZE:

Plan, lead and execute organizational change more effectively and consistently



COLLABORATE:

Establish alignment and strong partnerships through building stronger relationships



DELIVER:

Measure projects and processes to deliver results aligned with county and community priorities



COMMUNICATE:

Create clarity, confidence and community

The NACo Frontline IT Leadership Academy empowers frontline county government professionals with fundamental, practical leadership skills to deliver results for counties and residents.

The Academy enrollment fee is \$2,495 per participant. NACo Member County cost per enrollee is \$1,350.

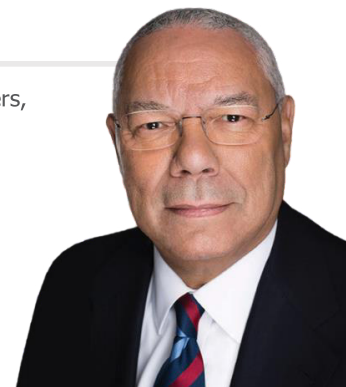
With a curriculum developed by *General Colin Powell* and public and private sector leaders, NACo Frontline IT Leadership Academy gives students the opportunity to learn from world-class faculty. All content is guided by an expert facilitator.

Find out more at NACo.org/skills

Or contact Luke Afeman

lukea@pdaleadership.com

503.908.5381



End To End Computing (EEC)
a vetted GSA HACS approved contract holder
has developed ...

A Tailored Cybersecurity Program for VACo members



Carlton Harris CTO of EEC will join Dean Lynch Executive Director of VACo in this month's premier partner spotlight to discuss how VACo members can take advantage of our tailored cybersecurity program to make cybersecurity services more accessible. This program will feature:

01

Cyber Hygiene Assessment

A complementary cyber hygiene assessment program for members to identify gaps in their cybersecurity program and strategize methods for closing those gaps.

02

Informative Training

A series of joint training sessions scheduled throughout the year to registered members. Sessions will also include training collateral for combating common threats and best practices.

03

Special Membership Pricing

A catalog of discounted pricing to VACo members.
(Ability to leverage GSA schedule for ease of procurement.)



Carlton Harris CTO of EEC

**View this VACo
Premier Partner
Spotlight Video**

<https://www.youtube.com/watch?v=RnmFDYIHKol>



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833-720-7770



With the release of the American Rescue Plan Act (ARP) funds, local governments have the opportunity to address the economic fallout and unequal impact of COVID-19. This is an incredible opportunity to increase trust in local government and tell your community's story of recovery. The Berkley Group can help your community develop a roadmap to maximize return on investment and take the pressure off of managing all aspects of the funds and projects by offering the following services:

- Community Engagement;
- Strategic Planning;
- Capital Improvement Planning;
- Project Management; and
- Program Administration.

Take this time to reimagine your community - building a strong and socially equitable foundation for the future.



Darren K. Coffey, AICP | Director of Strategic Partnerships
434-981-2026 | www.bgllc.net

REBOOTING EDUCATION WITH FURNITURE AND SANITATION

It's 2021 and schools are faced with the complex task of getting students, faculty, and staff back into classrooms safely. This task will require a variety of well thought out plans. Plans that address the logistics and scheduling of a greater number of smaller class sizes and plans that support keeping those spaces clean. With extensive experience, The Supply Room can help ease the stress of designing and executing these plans.

FURNITURE



Desk and table shields with mobile and multi-functional furniture is one key factor in making spaces both safe and flexible. Creative plans will include scenarios for how and when to turn a gymnasium, cafeteria, or common area into a classroom and back in minutes. Flip-top tables can be nested and moved aside quickly when not in use. These tables and shields can also create health checkpoints, sanitation stations, and help direct the flow of traffic at building entrances and in common areas. This combined with clear and consistent signage will ensure students and faculty have the time and space to keep safe.

SANITATION

Knowing the difference between cleaning, disinfecting and sanitizing and when to do each is the second key to developing your plan. To start, what is the difference?

- **Cleaning:** removes visible dirt, soil and debris – it does not disinfect.
- **Disinfecting:** eliminates bacteria, fungi and certain viruses – it does not remove dirt.
- **Sanitizing:** reduces the number of germs on surfaces or objects to a safe level, as judged by public health standards or requirements – it does not fully eliminate them.



Sanitizing and disinfecting products also vary in their dwell time (the length of time that a chemical must be in contact with the surface and remain wet, in order to achieve the product's advertised kill rate.) Dwell times can range from a matter of seconds to 10 minutes. Our janitorial and sanitation experts are here to help recommend the best products for your space and put your plan in place.

**The
Supply
Room**

While the situation with the pandemic is rapidly evolving in every direction, it is important that the solutions you create are adaptable and resilient. Designing a creative plan to keep your faculty and students safe with the ability to flex will help reduce infection and create a stable learning environment. Let's start a conversation – visit our website or call to get help with your plans and implementation today.

VIRGINIA COUNTY SUPERVISORS' MANUAL

EIGHTH EDITION, 2019



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Virginia County Supervisors' Manual 8th Edition



The Eighth Edition (2019) of VACo's ***Virginia County Supervisors' Manual*** is 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).



PLANNER II | Powhatan County | Posted October 5



DEPUTY COURT CLERK | Montgomery County | Posted October 5



HUMAN RESOURCES MANAGER | Surry County | Posted October 5



CIVIL ENGINEER | Stafford County | Posted October 4



SENIOR PROCUREMENT OFFICER | Spotsylvania County | Posted October 4



RESIDENTIAL PLANS REVIEWER | Spotsylvania County | Posted October 4



ELECTRICIAN I | Spotsylvania County | Posted October 4



FIREFIGHTER RECRUIT | Spotsylvania County | Posted October 4



FAMILY SERVICES WORKER I (FOSTER CARE) | Spotsylvania County | Posted October 4



COMMUNICATIONS OPERATOR | Spotsylvania County | Posted October 4



COMMUNICATIONS OFFICER | Spotsylvania County | Posted October 4



COMMERCIAL INSPECTOR | Spotsylvania County | Posted October 4



CARE TEAM NURSE CASE MANAGER | James City County | Posted October 4



THERAPEUTIC RECREATION LEADER FT | James City County | Posted October 4



CUSTOMER SERVICES REPRESENTATIVE | James City County | Posted October 4



FAMILY SERVICES ASSISTANT | James City County | Posted October 4



POLICE OFFICER I II | James City County | Posted October 4



THERAPEUTIC RECREATION LEADER PT | James City County | Posted October 4



ADMINISTRATIVE ASSISTANT | James City County | Posted October 4



DIRECTOR OF PLANNING & COMMUNITY DEVELOPMENT | City of Colonial Heights | Posted October 4



FIRE CHIEF | City of Hopewell | Posted October 4



CONTROLLER | Albemarle County | Posted October 4



ACCOUNTANT III | Albemarle County | Posted October 4



**NETWORK SUPPORT
ENGINEER II** | Botetourt County
| Posted October 4



**COMBINATION BUILDING
INSPECTOR** | Botetourt County
| Posted October 4



**ERP ANALYST/PROJECT
MANAGER** | Augusta County | Posted
October 4



LANDSCAPING LABORER |
Montgomery County | Posted
September 30



**DEPUTY DEPARTMENT
DIRECTOR SENIOR - PROCUREMENT
SERVICES** | City of Richmond | Posted
September 29



**UTILITY MAINTENANCE
WORKER** | Gloucester County | Posted
September 28



**bakertilly DIRECTOR
OF THE RAPPAHANNOCK REGIONAL
LANDFILL** | Stafford County | Posted
September 28



**CODE COMPLIANCE
OFFICER** | Richmond County | Posted
September 27



**DEPUTY
COUNTY EXECUTIVE FOR PUBLIC
SAFETY** | Prince William County
| Posted September 27



PLANNER II | Prince
George County | Posted September 27



**COORDINATOR, ANIMAL
ADOPTION SERVICES** | Prince George
County | Posted September 27



**ATHLETIC FIELD
MAINTENANCE WORKER** | Prince
George County | Posted September 27



**ASSISTANT SPORTS
SUPERVISOR PART-TIME
TEMPORARY** | Prince George County
| Posted September 27



CLERK OF THE WORKS |
Botetourt County | Posted September
27



**SENIOR FINANCIAL
ANALYST** | Botetourt County | Posted
September 27



PLANNER I | Town of
Front Royal | Posted September 24



**REGIONAL PLANNER I
OR II** | Thomas Jefferson Planning
District Commission | Posted
September 24



COUNTY ATTORNEY |
King George County | Posted
September 23



DIRECTOR OF FINANCE |
Brunswick County | Posted September
23



**COMMUNICATIONS
OFFICER** | Montgomery County/
NRV Regional Authority | Posted
September 23



**PRESERVATION
PLANNER/GIS** | Clarke County
| Posted September 23



**OPERATIONS MANAGER
- P&R** | Frederick County | Posted
September 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.

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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.

