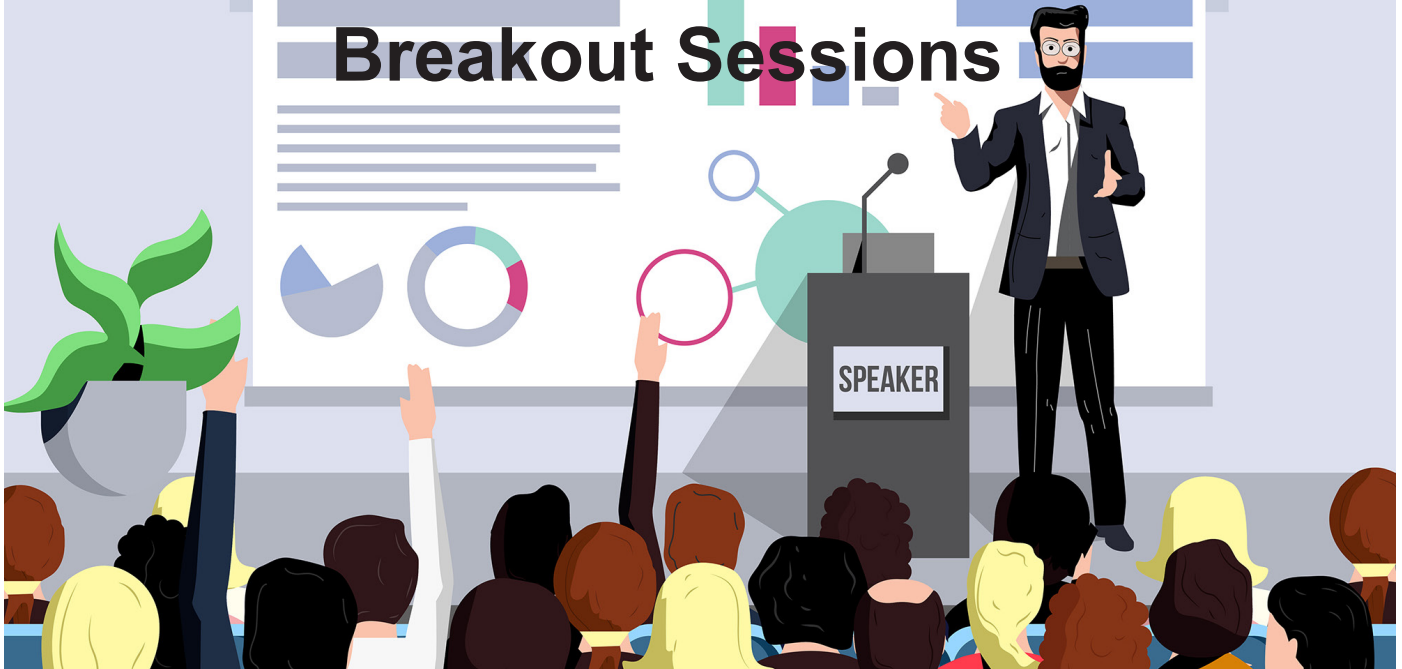


## VACo 87th Annual Conference Breakout Sessions



Every year education is the foundation and the focus of the VACo Annual Conference. Attendees gain a deeper understanding of the challenges and opportunities facing Virginia's Counties. This gained knowledge benefits elected and staff leaders as they apply the information and skills they learn from experts and peers to their positions back home. Below are the scheduled Concurrent Sessions that are a big part of the education agenda. We look forward to seeing you November 14-16 in for the VACo Annual Conference. [Click here for Annual Conference Agenda.](#)

### Monday, November 15

#### CONCURRENT SESSIONS

10 a.m - 11:15 p.m.

[OPPORTUNITIES IN THE 2022-2024 BIENNIUM BUDGET](#) | Main Salon F

[THE FUTURE OF ENERGY IN VIRGINIA](#) | Main Salon G

[COLLECTIVE BARGAINING IN VIRGINIA: WHAT YOU NEED TO KNOW](#) | Main Salon H

[VACo/VSBA COLLABORATIVE LEADERSHIP PROGRAM](#) | Fusion

#### CONCURRENT SESSIONS

11:30 a.m - 12:45 p.m.

[BUILDING A BETTER BROADBAND](#) | Main Salon F

[TAX POLICY AND STATE BUDGET PRIORITIES: A PERSPECTIVE FROM THE GENERAL ASSEMBLY](#) | Main Salon G

[NAVIGATING THE CHANGING LANDSCAPE OF THE CHILDREN'S SERVICES ACT](#) | Main Salon H

[SNAPSHOTS OF INNOVATIVE COUNTY PROGRAMS](#) | Fusion

#### CONCURRENT SESSIONS

2:45 p.m - 4 p.m.

[CIVILITY AND LEADERSHIP IN POLITICS](#) | Main Salon F

[THE FUTURE OF ECONOMIC DEVELOPMENT IN VIRGINIA](#) | Main Salon G

[K-12 EDUCATION FUNDING AND INITIATIVES](#) | Main Salon H

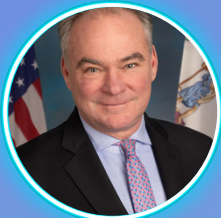




# 87th VACo Annual Conference Keynote Speakers

MONDAY, NOVEMBER 15, 2021

8:30AM



US Senator  
Tim Kaine



Jeff Schapiro  
Richmond Times-Dispatch  
Political Columnist

TUESDAY, NOVEMBER 16, 2021

9AM



Governor  
Ralph Northam



Dr. John Thomas  
Managing Partner  
DecideSmart

VACo Annual Conference | November 14-16  
Hilton Norfolk The Main

**Register Today!**



## VACo and VML Host Webinar on Opioid Litigation Settlement and Opioid Abatement Fund



VACo along with VML hosted representatives from the Office of the Attorney General, local government attorneys, and law firms involved in litigation with opioid manufacturers and distributors for a webinar on October 25 to inform localities about participation in the \$26 billion national settlement with Janssen (a manufacturer of opioids) and several opioid distributors. Virginia stands to receive approximately \$530 million over the course of the settlement period, with the exact amount dependent on participation by local governments. Local governments must join the settlement by January 2, 2022, to receive funds; participation requires a locality to adopt resolutions approving a Memorandum of Understanding with the Commonwealth and entering into the settlement agreement.

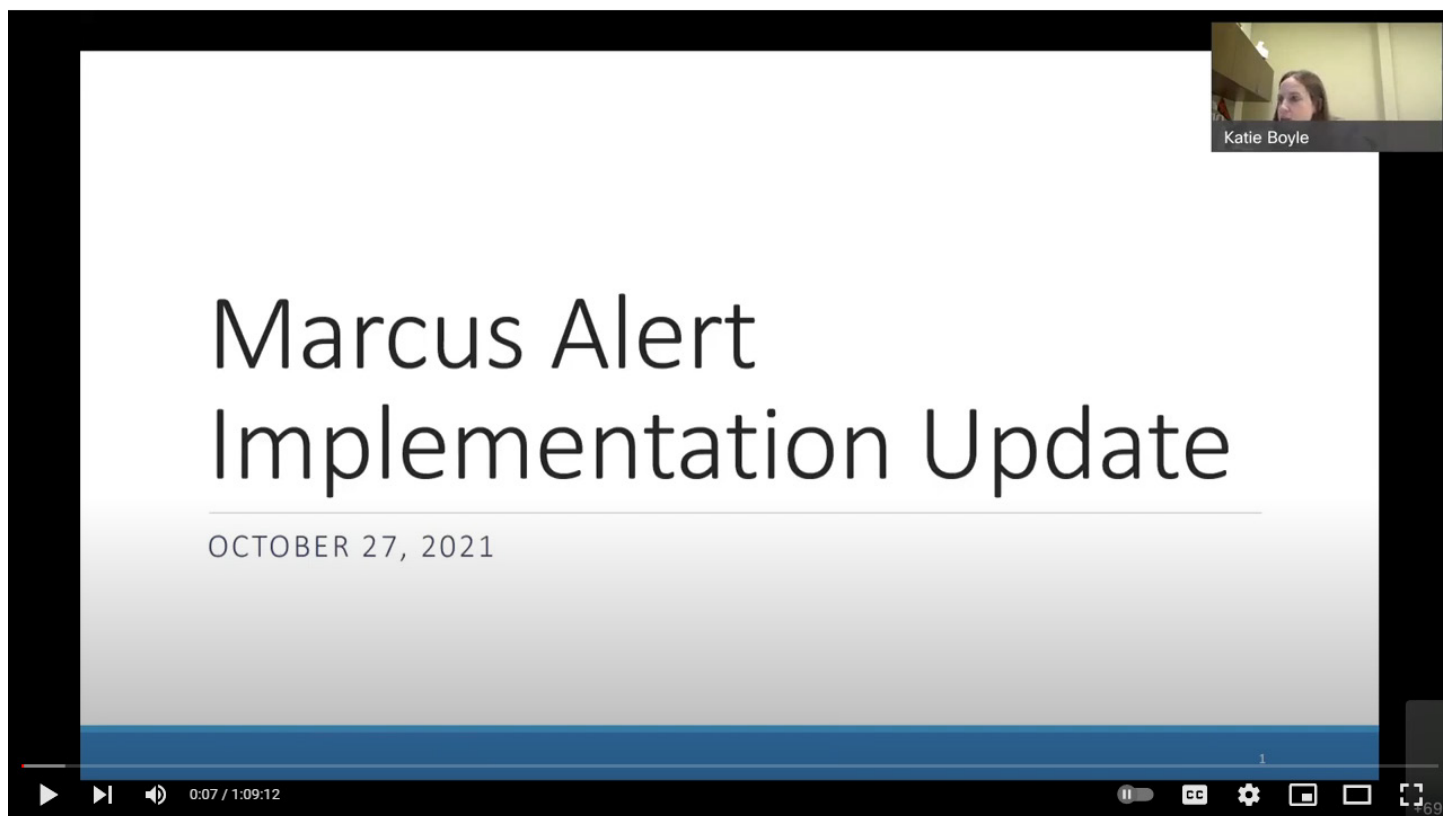
Under the terms of the settlement, 15 percent of the funds will be distributed to participating localities and are not restricted in their use, 15 percent will be distributed to participating localities for abatement purposes, 15 percent will remain with the Commonwealth, and 55 percent will be deposited to the Opioid Abatement Fund, which was established in the 2021 legislative session.

The Opioid Abatement Fund, which will be administered by the Opioid Abatement Authority, will divide its funds as follows: 15 percent to participating localities, 35 percent to participating localities' regional partnerships, 15 percent to state agencies, and 35 percent for any of the preceding purposes or for administrative expenses. The statute creating the Authority states that its purpose is "to abate and remediate the opioid epidemic in the Commonwealth through financial support from the Fund, in the form of grants, donations, or other assistance, for efforts to treat, prevent, and reduce opioid use disorder and the misuse of opioids in the Commonwealth." The Honorable James Holland, Chair of the Chesterfield County Board of Supervisors, serves on the Board of Directors of the Authority.

A recording of the October 25 webinar as well as the slide presentation and sample resolutions to approve the Memorandum of Understanding and participation in the settlement may be found on VACo's website at this link: <https://www.vaco.org/legislative/virginia-opioid-abatement-information/>.

**VACo Contacts:** [Katie Boyle](#) and [Phyllis A. Errico, Esq., CAE](#)





VACo hosted a webinar on October 27 with representatives from Prince William County, Rappahannock-Rapidan Community Services, and Henrico County to discuss implementation of the Marcus Alert initiative.

VACo expresses its appreciation to the presenters for sharing their experiences developing their local plans and preparing for implementation at the local level.

[Click here to view video.](#)

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





## Visit Halifax County and the Staunton River State Park

Staunton River State Park is one of the six original state parks that opened in June 1936. It is located on 1,597 acres along the shoreline of the John H. Kerr Reservoir (also known as Buggs Island Lake), as well as the Dan and Staunton rivers. The largest lake in Virginia is only one of the park's many attractions, which include a swimming pool, camping, cabins, picnic shelters and nature trails.

**Cabins:** There are seven cabins at Staunton River State Park. Cabins are climate controlled and each has a fireplace. There is an outdoor fire pit, picnic table, charcoal grill and deck with patio furniture. There is a two-night minimum stay on all cabins.

**Camping Lodge:** Maximum occupancy is 14. The three-room dwelling has seven bunk beds, a large back deck, picnic tables, a fire ring with a cooking grate, and one electrical outlet in each room. There's also a fenced-in campsite (bring your own tent) just behind it that accommodates up to six people.

**Camping:** A total of 47 campsites. Each campsite has fire rings that can be used for campfires or cooking. Camping is available from the first Friday in March until the first Monday in December.

Swimming and boat launching free with overnight reservations.

**SOURCE:** [Virginia is for Lovers](#)



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**SAVE THE DATES!**

**Rural Center Reception**  
**Wednesday, February 2, 2022**

**VACo/VML/VAPDC**  
**Local Government Day**  
**Thursday, February 3, 2022**

**VACo Chairpersons'**  
**Institute**  
**Friday, February 4, 2022 and**  
**Saturday, February 5, 2022**

Join us for these three  
important events.

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for more information







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In business since 1973, EA has earned an outstanding reputation for technical expertise, responsive service, and judicious use of client resources. Headquartered in Hunt Valley, Maryland, EA employs more than 550 professionals through a network of 26 commercial offices across the United States including Virginia Beach, Virginia. For more information about EA, visit [www.eaest.com](http://www.eaest.com).

### Contact

Michael S. Iwashchenko, CPG | Senior Geologist  
4429 Bonney Road, Suite 430  
Virginia Beach, VA 23462  
[miwashchenko@eaest.com](mailto:miwashchenko@eaest.com) | p: 757-912-2276





## STATE OF VIRGINIA NEED A SIMPLE, COST-SAVING ALTERNATIVE FOR COMMERCIAL POTS LINES? GRANITE EPIK DELIVERS A RELIABLE, COST-EFFECTIVE SOLUTION.

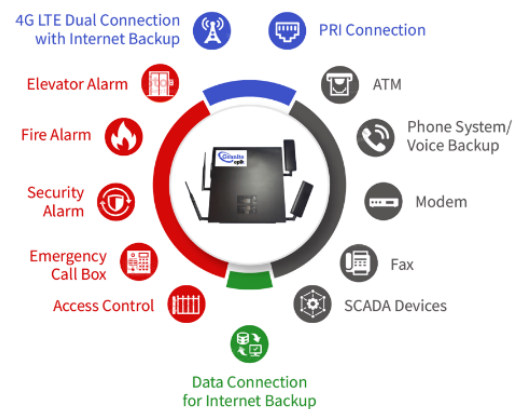
For security alarms, phone, POS and more, businesses and organizations depend on POTS for always-on availability. But in many locations, installations are taking longer, maintenance response is slowing and costs are rising. So, for voice and specialty applications that rely on analog lines, it's increasingly important to implement a cost-effective, reliable solution.

Granite EPIK provides a POTS alternative that is fully compatible with alarm, POS and voice lines, and delivers savings along with the best service in the industry. Our patented technology is delivered over the 4G LTE network, with intelligent failover to internet or PRI connections for redundancy.

Granite EPIK fully emulates a central office, providing service quality and reliability – and allowing alarm providers a code-compliant network handoff for existing fire or intrusion panels and enabling compliance with both HIPAA and PCI standards.

Whether you need POTS service in a location no longer well-served by traditional copper wires or have to solve for a hard-to-reach part of a building, Granite EPIK is available across the US and can be installed almost anywhere.

Granite EPIK delivers a reliable, cost-effective and long-term solution to address your POTS challenges.



### About Granite

Granite provides voice, data and other related communications products and services to multi-location businesses and governmental agencies throughout the United States and Canada. Granite furnishes services to more than two-thirds of the Fortune 100 companies in the United States, and 1.75 million voice and data lines under management. For more information, visit [www.granitenet.com](http://www.granitenet.com).





# Social Security: the choice of a lifetime

Your choice on when to file could increase your annual benefit by as much as 77%.<sup>1</sup>

At our upcoming seminar, you'll learn key filing rules and strategies to help you make the choice that fits with your overall retirement income plan.

Please bring a recent Social Security statement to this seminar. Download your statement from [ssa.gov/myaccount](https://ssa.gov/myaccount).

<sup>1</sup> The percentage compares the difference in benefits begun at age 62 vs. age 70. "When to Start Receiving Retirement Benefits," [ssa.gov/pubs/EN-05-10147.pdf](https://ssa.gov/pubs/EN-05-10147.pdf) (January 2021).

This material is not a recommendation to buy or sell a financial product or to adopt an investment strategy. Investors should discuss their specific situation with their financial professional.



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540-505-4406  
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Have questions? Your Nationwide Retirement Specialists are here to help.

**WEBINAR  
FOR VA LOCAL GOV'T EMPLOYEES  
WEDNESDAY, NOVEMBER 10, 2021  
11:30 AM - 12:30 PM**

Hosted by Nationwide Retirement Solutions and Virginia Association of Counties (VACo)

Presented by Nationwide Retirement Institute Consultant, Cathie Cobe

**Register in advance at  
<https://attendee.gotowebinar.com/register/2663931273914883852>**

Schedule a follow up appointment with Lynn or Selmon to discuss your individual scenario.



**Register in advance by scanning this code.**

NRM-13475AO.6 (09/21)



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## Virginia Board of Education Prescribes New Standards of Quality and Reviews New Rebenchmarking Figures for the 2022-2024 Biennium



On October 20 and 21, the Virginia Board of Education ([VBOE](#)) met to finalize its revisions to the Standards of Quality ([SOQs](#)), which set minimum requirements that must be met by all local school divisions for K-12 education in Virginia. The Board voted to prescribe the revised SOQs to the Governor and General Assembly. The Board also received a presentation on rebenchmarking figures that impact the total cost of Direct Aid to Education formulas, affecting both state cost and the required local share that localities must fund for the SOQs and other Direct Aid programs.

The final set of 2021 SOQ [prescriptions](#), built upon the Board's work during the 2019 review cycle, contains the following items and estimated state fiscal impact:

- **Enhanced At-Risk Add-On** (estimated cost of \$74M in FY22): Consolidates the current At-Risk Add-On as well as the Prevention, Intervention, and Remediation programs into a single, expanded fund. Also includes language directing school boards to equitably distribute experienced, effective teachers and other personnel among all of its schools, and a prohibition on clustering ineffective teachers in any school or group of schools.
- **Teacher Leader and Mentor Programs** (estimated cost of \$113.9M in FY22): Establishes a new Teacher Leader program and expands Teacher Mentor program.
- **Reading Specialists** (estimated cost of \$37.8M in FY22): Sets a minimum staffing ratio for reading specialists in K-5 determined by the number of students failing third-grade Standards of Learning reading assessments.
- **English Learner Teachers** (estimated cost of \$15M in FY22): Sets a scaled staffing ratio that takes into account the different proficiency level of students and accordingly, the degree of instructional staff required to support these students.



- **Principal Mentorship** (estimated cost of \$1.2M in FY22): Establishes a statewide principal mentorship program.
- **Work-Based Learning Coordinators** (estimated cost of \$7.8M in FY22): Uses a regional coordinator model for supporting work-based learning at the local-level and the implementation of the Profile of a Virginia Graduate.
- **Elementary School Principals** (estimated cost of \$7.8 in FY22): Requires that a full-time principal should be provided for every elementary school, regardless of size.
- **Assistant Principals** (estimated cost of \$76.6 in FY22): Sets a ratio of one full-time assistant principal for each 400 students.
- **Class Size Reduction and Experienced Teachers for K-3** (no state impact estimated): Moves K-3 class size reduction program from the Appropriation Act to the SOQ.
- **Specialized Student Support Personnel** (estimated cost of \$48.8M in FY22): Establishes a new position category including school nurses, social worker, psychologist, and other licensed health and behavioral positions and sets a ratio of 4 specialized student support personnel per 1,000 students.
- **School Counselors** (estimated cost of \$52.4M in FY22): Sets a ratio of 1 school counselor per 250 students.

As previously [reported](#), VBOE reviews the SOQs every two years and typically submits their recommendations for consideration by the General Assembly in September or October as mandated by Article VIII, Section 2 of the Constitution of Virginia. The SOQs have wide ranging fiscal impacts to localities as they determine a variety of factors, including school staffing ratios, distribution of state aid, and other requirements for public education. However, regardless of VBOE's prescriptions, the SOQs have been codified by the General Assembly and any changes would require changes to the code. Given the fiscal impact of the prescribed SOQs and the existing Standards outlined in Code, the practical implications of VBOE's actions remain unclear.

In addition to discussion of the SOQs, Virginia Department of Education staff gave a [presentation](#) to VBOE on the latest estimates for the Rebenchmarking of the Direct Aid to Public Education Budget for the 2022-2024 Biennium. The rebenchmarked budget represents the state cost of continuing the current Direct Aid programs into the next biennium, with updates to the input data used in the funding formulas that determine the cost of the programs. This technical process occurs every two years and incorporates the latest data to reflect changes in enrollment, salaries, support costs, inflation, and other factors. This process impacts localities as it helps determine required local effort.

The initial estimated state cost of rebenchmarking for the upcoming biennium is stated to be \$331.0 million. Local governments should note that the calculation of this figure relies on No Loss (hold harmless) funding maintained in the 2022-2024 base figures as well the omission of FY 2021 enrollment data from projected growth rates. This deviation of normal practice was done to account for the unusual circumstances concerning K-12 education during the height of the COVID-19 pandemic. Without these provisions, the estimated amount of state funding needed for rebenchmarking would be a mere fraction of the current calculated amount and could have significant negative fiscal impacts.

The final rebenchmarking figures will be completed this fall and included in the Governor's 2022-2024 introduced budget released in December. More data is pending regarding the revised composite index for the 2022-2024 biennium, additional revisions to enrollment projections, revised Sales Tax and Lottery revenue projections, and revised VRS fringe benefit rates. VACo will closely monitor the final proposed rebenchmarking figures and share with our members once they become available.





COMMONWEALTH OF VIRGINIA

Commission on Youth

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#### Latest Updates

- ▶ Commission brochure
- ▶ Collection of Evidence-based Practices for Children and Adolescents with Mental Health Treatment Needs, 7th Edition
- ▶ Foster Care 101
- ▶ Family First: Foster Care Prevention Services



## 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

## Commission on Youth Seeks Public Comment on Proposals Regarding Workforce Development for Foster Care Youth

The Virginia Commission on Youth adopted a study mandate in May directing the convening of an advisory group to undertake a review of current policies, practices, and programs in Virginia that support youth aging out of foster care and the development of recommendations to improve workforce development opportunities for youth in foster care. The advisory group met twice during the summer and fall and held a series of roundtable discussions with stakeholders, including youth in foster care and foster care alumni. Staff briefed the full Commission on October 18 on the findings and recommendations of the advisory group (the staff presentation is available at [this link](#)). The draft recommendations are now available for public comment (a list is available at [this link](#)). Public comment must be received by 5 p.m. on Tuesday, November 30, 2021, for consideration by the Commission at its December 15 meeting. Comments may be submitted via email to [aatkinson@vcoy.virginia.gov](mailto:aatkinson@vcoy.virginia.gov), faxed to (804) 371-0574, or sent via U.S. Mail to Commission on Youth, 900 E. Main Street, 11<sup>th</sup> Floor, Richmond, VA 23210.

Draft recommendations on which the Commission is seeking public comment include the following:

- Direct the Virginia Department of Social Services (VDSS) and partner agencies to enhance the iFoster portal (a national portal and associated app) with Virginia-specific resources or develop a similar app with resources that are available for individuals who are currently being served or have been served in the foster care system, as well as for professionals serving the foster

[More on Next Page](#)



care population. Resources would include workforce development assistance and educational opportunities. A related recommendation would request VDSS and local departments of social services to identify workforce development organizations and other foster care transition support resources in each locality and add them to the app. These recommendations are intended to address a study finding that there is a lack of coordination of resources among agencies that serve youth in foster care.

- Request that local workforce development boards engage employers of foster care youth in training on the effects of trauma, child care issues for parenting youth, and accountability strategies.
- Request the Workforce Innovation and Entrepreneurship Center to provide support for young adults in foster care and alumni who need business assistance.
- Develop a state-funded grant program for the Great Expectations Program, which is a privately-funded program within the Virginia Community College System that assists foster youth in attaining postsecondary credentials.
- Direct the State Council of Higher Education for Virginia to examine the feasibility of having a single point of contact at each college or university for students who have been involved in the foster care system.
- Request the Virginia Department of Education (VDOE) to provide training for school counselors on working with students experiencing foster care, based on the study finding regarding the importance of school counselors in foster youth's educational success.
- Request VDOE to provide guidance to local school divisions outlining resources for school counselors to provide support for students experiencing foster care (to include resources on career exploration and linkages to Great Expectations and similar programs).
- Request that VDSS and local departments review their requirements for foster care Independent Living programs and include a gradual independence plan as part of the programs, with certain standards of completion (such as a high school diploma or GED, savings account, etc.). This recommendation responds to a study finding that independent living programs must be meaningful in order to prepare foster youth for adulthood, and that the quality of these programs varies.
- Request that Virginia Career Works, through local workforce investment boards, prioritize serving the foster care population with Workforce Innovation and Opportunity Act funding and other workforce opportunities.
- Direct VDSS to convene a stakeholder group to determine the feasibility of adopting a new uniform assessment tool to determine enhanced payments for children in foster care with additional needs.
- Provide funding to support the establishment of a program to assist foster youth in obtaining a driver's license (to include reimbursement to foster care providers for additional motor vehicle insurance costs, assistance to older youth in securing insurance coverage, and education about liability insurance and the process for obtaining a license). This recommendation responds to a study finding that lack of transportation options presents a significant barrier to foster youth in obtaining education and employment.
- Request foster care workers and others working with youth in foster care to identify child care resources for parenting youth, to include ensuring that youth aging out of foster care are placed on the local child care assistance program waiting list.



## George Washington Regional Commission Hires a New Executive Director

**Fredericksburg, VA:** The George Washington Regional Commission is pleased to announce the appointment of Mr. Charles P. Boyles, II (Chip) as the Commission's new Executive Director. Mr. Boyles, who has thirty years of experience in private business management, public body management, and non-profit administration, replaces Dr. Linda S. Millsaps, who resigned in February to take the position of County Administrator in Floyd County, Virginia. Deputy Director Kate Gibson has served as Interim Executive Director during the recruitment process. At its meeting on Monday, October 25<sup>th</sup>, the Commission approved an employment agreement with Mr. Boyles.



The Commission conducted a national search for its new Executive Director, assisted by the Berkley Group, of Bridgewater, Virginia. The Berkley Group received applications and conducted initial interviews with candidates.

It then assisted a Search Committee, consisting of representatives from area localities, with two rounds of interviews with finalists.

King George Board of Supervisors member Cathy Binder served as Chair of the Search Committee. Ms. Binder said, "We had several strong candidates and Mr. Boyles stood out immediately with his experience in regional planning both in Virginia and elsewhere. We were impressed by his knowledge, demeanor, and professional reputation and believe that he will be an excellent leader of the GWRC staff and will quickly establish positive relationships with member localities and regional stakeholders."

GWRC Chair, Jeffrey S. Black, a member of the Caroline County Board of Supervisors and the Search Committee, expressed his appreciation to the local representatives who participated in the process. "With everyone's busy schedules, it was challenging to get everyone together, but we are pleased with the result and welcome Mr. Boyles to the region." Mr. Black added, "I also want to thank Deputy Director Kate Gibson for the outstanding job that she did as Interim Director for eight months. Kate and the staff kept things functioning well and the Commission is deeply appreciative of their efforts. I feel that we already have one of the best staffs of any planning district commission in the state and, with Mr. Boyles' leadership and support, it will get even better."

Mr. Boyles has a BA in Political Science, with a minor in Business Administration, from the University of South Carolina, and a Masters in Public Administration from Clemson University. He started his career as a Community/Economic Development Coordinator with the Low Country Council of Governments in Yemassee, South Carolina. Subsequent positions included Town Manager of Hardeeville, South Carolina, City Manager of Taneytown, MD, Assistant City Administrator in Clemson, SC, Executive Director of the International Town & Gown Association in Clemson, Urban Development Director for the City of Baton Rouge, Louisiana, and Vice President for Programs and Administration for the East Baton Rouge Redevelopment Authority. Mr. Boyles came to Virginia in 2014 to serve as the Executive Director of the Thomas Jefferson Planning District Commission, representing the counties of Albemarle, Fluvanna, Greene, Louisa, and Nelson, and the City of Charlottesville. In February of this year Mr. Boyles was asked to serve as the Charlottesville City Manager to provide some stability during a period of transition in that city's government. He stepped down from that role on October 12<sup>th</sup>.

Mr. Boyles shared these thoughts on his appointment as GWRC Executive Director, "Some of my most satisfying times in public service were working to grow regional cooperation and relationships among local governments, community members, and regional and state stakeholders. I am very familiar with the work that GWRC has been and is doing and am honored to be allowed to participate in those efforts. I look forward to getting to know the member localities and community stakeholders and, with the GWRC staff and our partner agencies, addressing the needs of the region"

Mr. Boyles will assume his duties as George Washington Regional Commission Executive Director on November 1.



## Chesterfield County Names New Constituent Services Administrator



David Goode, a 21-year county employee, has been named Chesterfield's constituent services administrator effective November 1.

Goode will oversee the newly created Office of Constituent Services, an arm of county administration tasked with providing direct and indirect support to all five members of the Chesterfield Board of Supervisors.

The Office of Constituent Services will also work collaboratively with the county's intergovernmental relations administrator to identify and communicate potential legislative issues among Board of Supervisors members and county staff and help maintain effective relationships with the county's legislative delegation and local and regional partners.

Other duties of the Office of Constituent Services will include:

- Developing messaging on key issues facing the Board of Supervisors and other county leaders
- Helping board members plan and prepare for special events/programs, including speechwriting and developing presentations
- Maintaining transparency and the county's compliance with the Virginia Freedom of Information Act
- Providing general support to county administration

Goode began his career with Chesterfield in 2000 as a public affairs officer in the Department of Communications and Media, where he also served as public information manager. He has worked in county administration as constituent and FOIA liaison since February 2019.

"I cannot think of a more thoughtful ambassador than Dave to spearhead this very important initiative," said Matt Harris, deputy county administrator for finance and administration.



## Chesterfield County Names New Intergovernmental Relations Administrator



Natalie Spillman has been named Chesterfield County's new intergovernmental relations administrator effective October 2.

Spillman has been with the county since 2006 and takes over this new role from Mary Ann Curtin, who recently retired.

As the intergovernmental relations administrator, Spillman will be tasked with keeping track of the county's interests in Richmond as she follows legislation and keeps county leaders aware of the potential impact. She will also work with Congressional representatives in an effort to further Chesterfield's goals and objectives.

"Natalie brings more than 15 years of wide-ranging county experience to this role," said Matt Harris, deputy county administrator for finance and administration, "which will position her to be a very successful advocate for Chesterfield County interests at both the state and federal levels. Chesterfield is very fortunate to have such a passionate professional working on its behalf in the General Assembly and beyond."

Spillman most recently served as a special assistant for board and community affairs since January 2020. Before that, she worked in Chesterfield's budget department.



# Congratulations!

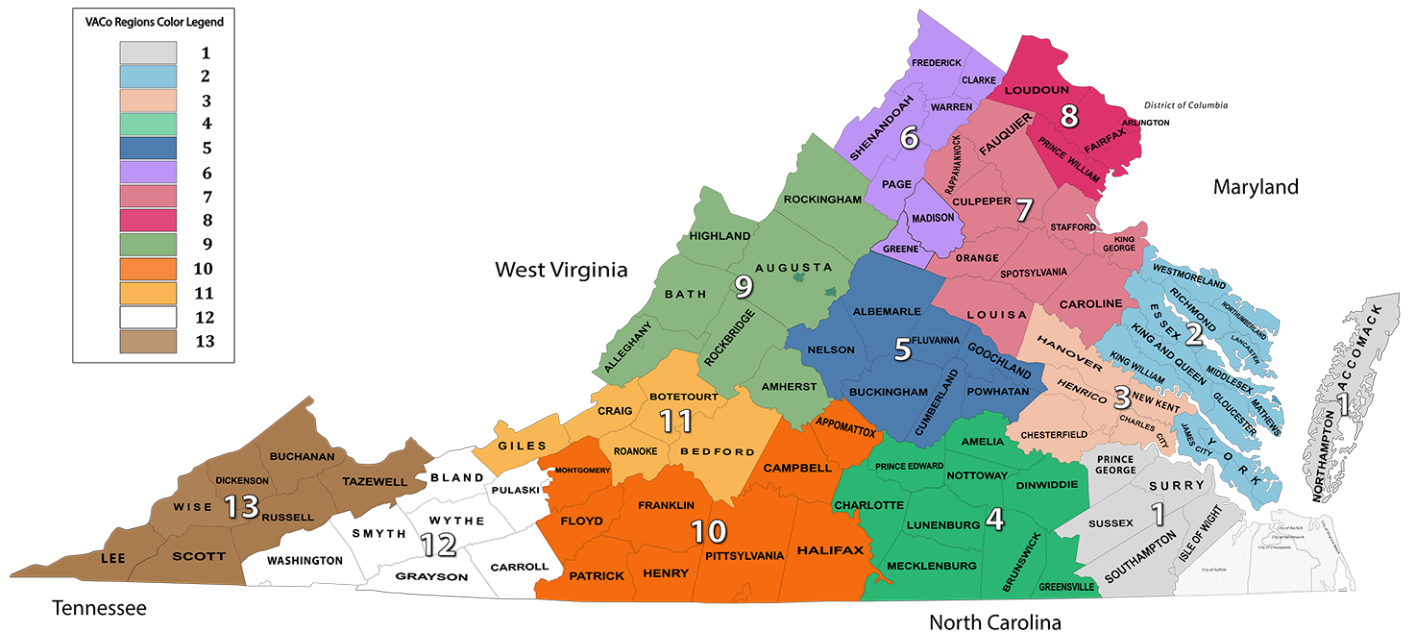
We love presenting Achievement Awards  
at Board of Supervisors Meetings



**Congratulations Loudoun County!**



## Virginia Association of Counties Regions



Revised 3/15/17

1207 E. Main Street, Suite 300 • Richmond, VA • 23219-3627  
www.vacolorg



## Share your thoughts to the VACo Region Reapportionment Committee

VACo's reapportionment committee has been formed under the leadership of Chair Steve Bowen and Vice Chair Penny Gross and is in the process of collecting information to assist in the reapportionment process. The committee seeks your input on regional representation on the VACo Board of Directors.

Please share your thoughts by [clicking on this link](#) and filling out the form.





# *VACo Supervisors' Forum*

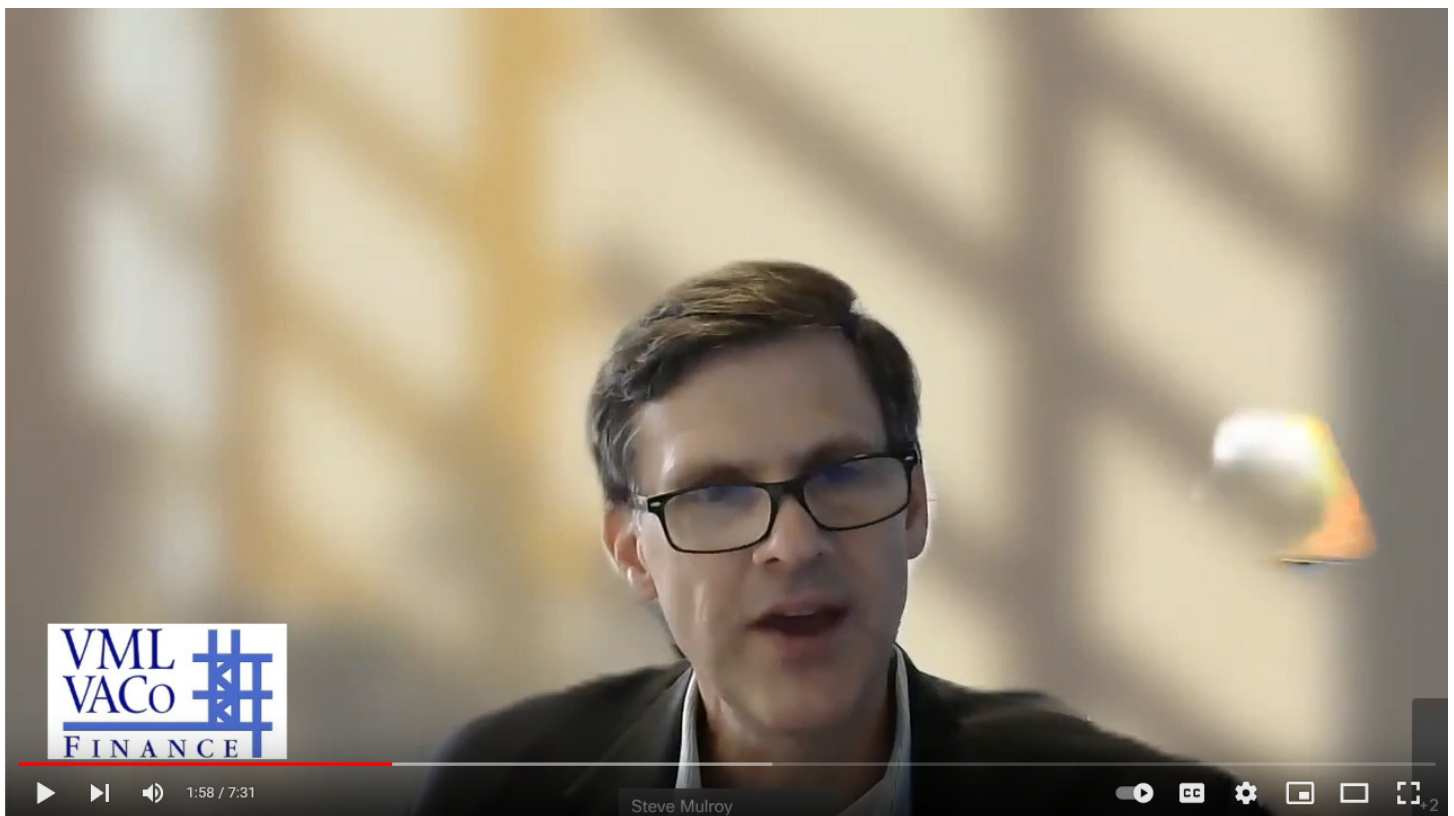
Friday, April 29, 2022 and Saturday, April 30, 2022  
Omni Richmond Hotel





# Premier Partner Spotlight

## VML/VACo Finance VIP Program



## VIP Program

Manage Operating Funds

- Requiring immediate access
- Over 1-3 years

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Watch the [Premier Partner Video](#)





## 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.





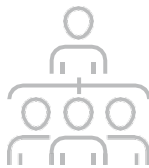
Counties affect the lives of residents every day. When our frontline staff are empowered as leaders, we deliver services more effectively. **The NACo Frontline IT Leadership Academy is a resource that connects your staff with practical leadership training.** FLIT uses an innovative, interactive online 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.

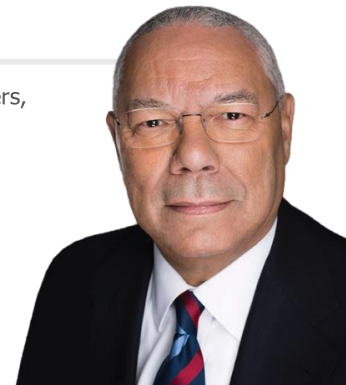
With a curriculum developed by *General Colin Powell* and public and private sector leaders, NACo Frontline IT Leadership Academy gives students the opportunity to learn from world-class faculty. All content is guided by an expert facilitator.

Find out more at [NACo.org/skills](https://nacoleadership.org/skills)

Or contact Luke Afeman

[lukea@pdaleadership.com](mailto: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=RnmFDYIHKoI>



[www.eecomputing.com/events](http://www.eecomputing.com/events)



[www.eecomputing.com](http://www.eecomputing.com)

[info@eecomputing.com](mailto:info@eecomputing.com)

[833-720-7770](tel: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](http://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.



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



ORDER YOURS TODAY  
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(SHIPPING IS INCLUDED)





## 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.

**ORDER YOUR ALL-NEW VOLUME NOW**

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

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 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).



**EMERGENCY MEDICAL SERVICES SUPERVISOR** | Greene County | Posted November 4



**SENIOR BUILDING MAINTENANCE TECHNICIAN** | City of Manassas | Posted November 3



**BUDGET ANALYST** | Henrico County | Posted November 3



**AUTOMATION SPECIALIST** | Chesterfield County | Posted November 1



**OPERATIONS SUPERVISOR, WASTE WATER TREATMENT FACILITY** | Town of Christiansburg | Posted November 1



**PLANNING COORDINATOR** | Montgomery County | Posted November 1



**DEVELOPMENT PLANNER** | Montgomery County | Posted November 1



**SENIOR BUDGET & ACCOUNTING ANALYST** | Gloucester County | Posted November 1



**SENIOR TRANSPORTATION PLANNER ENGINEER** | Hampton Roads Transportation Planning Organization | Posted October 29



**DIRECTOR OF FINANCE** | Madison County | Posted October 28



**COMMUNICATIONS OFFICER** | Montgomery County/NRV Regional Authority | Posted October 28



**COUNTY PLANNER** | Amelia County | Posted October 27



**PERMIT TECHNICIAN I** | Prince George County | Posted October 27



**DEPUTY CLERK III** | Isle of Wight County | Posted October 27



**GROUNDSKEEPER** | Gloucester County | Posted October 27



**COUNTY ADMINISTRATOR** | Allegheny County | Posted October 27



**BUILDING INSPECTOR** | Hanover County | Posted October 27



**DIRECTOR OF FINANCE** | Brunswick County | Posted October 26



**COUNTY UTILITY DIRECTOR** | Greene County | Posted October 26



**UTILITY FINANCE SPECIALIST** | Greene County | Posted October 26



**GRANT WRITER** | Greene County | Posted October 26



**FINANCIAL SYSTEMS ANALYST** | Spotsylvania County | Posted October 26





## **FIRE MEDIC - PTT**

Prince George County | Posted October 26



## **DEPUTY COMMISSIONER**

**OF THE REVENUE** | Prince George County | Posted October 26



## **MANAGER I ANIMAL**

**CONTROL** | Prince George County | Posted October 26



## **FIRE MEDIC**

| Prince George County | Posted October 26



## **DEPUTY COURT CLERK**

Montgomery County | Posted October 22



## **PLANNING DIRECTOR**

Prince William County | Posted October 22



## **WASTEWATER PLANT**

**MANAGER** | Stafford County | Posted October 22



## **PROJECT ENGINEER**

| City of Galax | Posted October 22



## **PLANNER**

Westmoreland County | Posted October 22



## **FAMILY SERVICES**

**SPECIALIST** | Montgomery County | Posted October 21



## **DEPUTY DIRECTOR OF**

**SOCIAL SERVICES** | Hanover County | Posted October 21



## **PERMIT TECH**

| King and Queen County | Posted October 21



## **BUILDING OFFICIAL/**

**INSPECTOR** | King & Queen County | Posted October 20



## **PLANNER/SENIOR**

**PLANNER** | New Kent County | Posted October 20



## **CSA ADMINISTRATIVE**

**ASSISTANT** | New Kent County | Posted October 20



## **GENERAL REGISTRAR**

| Nottoway County | Posted October 20



## **911 EMERGENCY**

**COMMUNICATOR** | City of Harrisonburg | Posted October 20



## **EMERGENCY**

**COMMUNICATION DISPATCHER** | Madison County | Posted October 20



## **BUILDING CODES**

**COMBINATION INSPECTOR** | City of Harrisonburg | Posted October 20



## **EXECUTIVE ASSISTANT**

| Westmoreland County | Posted October 20



## **TECHNOLOGY SUPPORT**

**SPECIALIST I** | Montgomery County | Posted October 19



## **SENIOR PLANNER**

| Chesterfield County | Posted October 19



## **BUSINESS MANAGER**

| Spotsylvania County | Posted October 18



## **REAL PROBERTY FIELD**

**INSPECTOR** | New Kent County | Posted October 18



## 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  
**Meg Bohmke**  
Stafford County



First Vice President  
**Jason D. Bellows**  
Lancaster County



Second Vice President  
**Ann H. Mallek**  
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**Donald L. Hart, Jr.**  
Accomack County



Immediate Past President  
**Stephen W. Bowen**  
Nottoway County

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**Director of Local Government Policy** | Joe Lerch, AICP  
**Director of Government Relations** | Chris J. McDonald, Esq.  
**Administrative Secretary** | Valerie M. Russell  
**Director of Administration and Finance** | Vicky D. Steinruck, CPA  
**Coordinator of Programs and Development** | Karie Walker

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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