



# Welcome

## TO THE VACO ANNUAL CONFERENCE

NOVEMBER 13-15, 2023  
GREATER RICHMOND  
CONVENTION CENTER



2025  
2024  
2023  
2022



# VACo Launches New Website



The Virginia Association of Counties is proud to announce the launch of the new [www.vaco.org](http://www.vaco.org).

VACo used data and analytics to improve navigation and functionality. The pages people often visit are prominent and easily accessible such as an interactive map with county demographics and information.

Thank you [Whittington Consulting](#) for their outstanding work in the design and development of the new [www.vaco.org](http://www.vaco.org)! This is the second website Whittington Consulting has developed for VACo.

We look forward to unleashing the power of the new website as a tool that helps VACo provide high-level communications and services to our members.

# VACo Releases Its 2023 Preliminary Legislative Program



VACo has released its [2023 Preliminary Legislative Program](#), which was drafted through VACo's steering committee process. The document includes a host of important and timely proposed policy statements including language pertaining to K-12 education funding, local taxing authority, stormwater regulations, land use planning, transportation, broadband, health and human resources and other local budget and legislative issues.

Click on the link to read the [2023 Preliminary Legislative Program](#).

The 2023 Legislative Program will be adopted on November 15 during the Annual Business Meeting at the [VACo Annual Conference](#).

VACo's eight steering committees will finalize and adopt their policy sections on November 13. The Resolutions Committee will ratify the Legislative Program on November 14. VACo's membership will vote to adopt the Final Legislative Program on November 15.

VACo members are encouraged to continue to add their input to this document by working through their county's legislative process and the VACo steering committee process to put forward suggested changes to VACo's 2023 Legislative Program.

For questions regarding VACo's legislative process, contact Dean Lynch at [dlynch@vaco.org](mailto:dlynch@vaco.org) or 804.343.2511.

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

# C.M. Williams, Jr.

Former Accomack County Administrator (1966-1983)  
and Stafford County Administrator (1984-2003)

Carlisle Mister "C. M." Williams, Jr., a native of the town of Painter on the Eastern Shore of Virginia, passed away early on the morning of October 28, 2022 at his home in Falmouth, Stafford County, Virginia.

A 'baysider' born on his grandparents' farm, his family moved from Painter to Onancock, Virginia when he was 12. C. M. graduated from Onancock High School in 1955, and from East Carolina University in Greenville, NC, where he attained a BA in Business Administration in 1960.

An Eagle Scout, he lived by the morals and values of scouting his entire life. We all heard many stories of attending the Boy Scout Jamboree in California with his brother Johnny in 1953, crossing our country by train. C. M. was a lifelong Methodist and member of Fredericksburg United Methodist Church. He was very proud of his membership in Fredericksburg Masonic Lodge #4, A.F. & A.M., known as George Washington's Mother Lodge and in continual existence since 1752. He very ably served in many capacities within the counties he led, his community, and the Commonwealth of Virginia.

C. M. served as Accomack County's first administrator from 1966 to 1983, moving on to what he termed the 'high woods' of Stafford County, serving there as County Administrator from 1984 to 2003.

He was not one to seek recognition but received many accolades throughout his professional life including Goldey-Beacom College Distinguished Alum, and Doctor of Humane Letters Degree from Mary Washington College and the Monroe Medal, both in 2003. He considered one of his greatest accomplishments, joining with others to acquire George Washington's Boyhood Home "Ferry Farm" so current and future generations would have access to an important segment of our nation's history.

He was integral in bringing the long envisioned 1000-foot runway extension at Stafford Regional Airport to fruition and having Stafford County's Government Island placed on the National Register of Historic Places and the Virginia Landmarks Register. His commitment to not only the present and future of his county but the past as well, was evident in his being responsible for the installation of a history wall at Stafford Hospital depicting Stafford County history, and his encouragement of the Stafford County Historical Society to have a museum in which to showcase the county's rich history.

While he did not possess the need to be recognized for accomplishments throughout his life, perhaps sharing the following would be most important to C. M.'s legacy: his wish of wanting us all to be kind, honest and always striving to do our best.

His survivors include his wife, Barbara Schuyler Williams; his son and daughter, Carlisle Mister "Carl" Williams III and his wife Kim, of Mechanicsville, VA, and Valerie Taylor Williams Smith of Onancock, VA; a sister, Carla Lynn Williams Lloyd of Onancock, VA; two brothers, John Tankard "Johnny" Williams of Parksley, VA, and Brian "Craig" Williams of Onancock, VA; sisters-in-law, Maxine Turlington Williams of Glen Allen, VA, and Dawn Elisabeth Engen and her husband Gunnar, of Chesapeake, VA; two stepsons, Andrew Downs Henderson III, and James Tarleton "Jim" Henderson and his wife Tisha, all of Stafford, VA; grandchildren, Brittany Taylor Biggers (Chad) of Minneapolis, MN, Paige Spencer Smith of Fredericksburg, VA, Taylor Williams Murphy (Patrick) of Mechanicsville, VA, Schuyler Custis Henderson of Arlington, VA, Carlisle Mister "C. J." Williams IV of Mechanicsville, VA, Jackson Cole Henderson of Pasadena, MD, and Wyatt James Henderson of Stafford, VA; the mother of his children, Dolly Taylor Williams of Onancock, VA; and several nieces, nephews, cousins, and their families.

C. M. was predeceased by his parents, Carlisle Mister Williams and Evelyn Hickman Williams; a sister, Evelyn "Lorraine" Williams; a brother, Thomas Wayne "Tommy" Williams; and a sister-in-law, Peggy Gray Williams.





Photo credit: [Mojo Hand](#)



## Visit Charles City County and the Charles City County Historic Courthouse

**Location:** Courthouse Road / Watermelon Fields Road

**Built:** 1740

**Style:** Federal

**Architect:** Unknown

**Contractor:** Unknown

**Description:** The building faces south and is a one story red colored brick laid in Flemish bond and wood structure. The building is located on spacious landscaped grounds in the center of Charles City on the north side of the courthouse. The building is "T" shaped. The south front has a porch supported by four pillars. The building has the original modillion cornice. The red colored tin roof is hipped. An addition was built in 1880 and in 1893 by John Tyler. On the east side is the old Clerk's Office.

**Note:** The courthouse is the fourth oldest courthouse in the United States. The oldest courthouse is located in King William County, VA (1725). The second oldest courthouse is in Salem County, New Jersey (1735). The third oldest is in Hanover County, VA (1737). The fifth oldest is in Richmond County, VA (1748). Because the county records were destroyed during the Civil War, the construction date of the courthouse is uncertain. It is believed that the courthouse was built in the early 1730s or 1740s. The similarity between the brickwork with that of the courthouse at nearby Westover Plantation shows that the two buildings were constructed by the same builder.

**SOURCE:** [American Courthouses](#) | [Courthouses.co](#)

# VACo 88th Annual Conference

**November 13-15, 2022**

**Greater Richmond  
Convention Center**

## **ANNUAL CONFERENCE** **AGENDA**



As VACo's biggest event of the year, the Annual Conference is a must for every Virginia County Supervisor and county staff member. Drawing in hundreds of officials, dozens of speakers, and a host of vendors and exhibitors, VACo's Annual Conference provides opportunities to learn from others, grow in knowledge, and improve skills.

The Annual Conference includes:

- General Sessions featuring elected officials, local leaders and policy/government experts discussing and analyzing issues
- Breakout Sessions designed to educate and enlighten
- Exhibit Hall featuring companies and organizations showcasing products and services unique to the needs of county government
- Hands-on workshops
- VACo's Annual Business Meeting where the Legislative Program is adopted and the Board of Directors is elected for the upcoming year
- Steering Committee Meetings
- Multiple team-building and networking opportunities
- And Much More

**[Annual Conference Registration Form](#)** | **[Online Conference Registration](#)**






Top 10 Attributes of a Well Run Treasury Department



Watch later



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## Top 10 Attributes Of A Well-Run Treasury Department

three+one® vice president, Mike Ablowich has worked in public financial management for nearly 30 years as a State Treasurer, State Budget Director, and technical advisor to numerous national treasuries in developing and transition countries on behalf of the United States Treasury Department. He shares his wealth of knowledge with 10 attributes for you to focus on that will improve your operations and internal controls while delivering important benefits to your stakeholders and staff.

Emphasizing innovation in the marketplace is necessary, Mike notes, “There’s a big difference between working in your business and working on your business.” Being open to innovation and “working on your business” is the first step to improving your operations. His presentation will provide you with some ideas to consider as you plan for strategic initiatives to improve your finance office.

[WATCH NOW](#) to discover some new ideas for improving your operations and innovative ways to harness the power of your own financial transaction data.

<https://threeplusone.us/2022/11/01/top-10-attributes-of-a-well-run-treasury-department/>



# TRUEBLUE<sup>TM</sup>

## SPEED ENFORCEMENT | SCHOOL ZONE



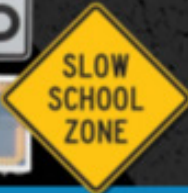
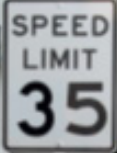
TrueBlue School  
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PLACE TO WALK, PLAY,  
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We can enforce speeds, capture crimes or events through video management. So we're not just reducing speeds; we're also providing criminal investigation resources at zero cost.



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Adding TrueBlue ALPR to mobile surveillance cameras reinvents how an agency combats crime. Now a trailer can be moved according to an agency's changing needs, streaming video in real time, identifying individuals and generating customized data.

## Why Choose Us ?

Most companies want to "put up cameras and cash checks". That's exactly how the automated industry has received such a bad name. Blue Line Solutions (BLS) believes there should be a high level of responsibility regarding educational elements as well as enforcement. Following standards set by the National Highway Safety Administration and the FHWA, our program consists of three elements:

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3903 Volunteer Drive  
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## **Joint Commission on Health Care Seeks Public Comment on Review of Local Health Department Structure and Financing; Comments Due November 18**



The Joint Commission on Health Care received a [staff briefing](#) on November 2 on a [draft report](#) examining the structure and financing of local health departments. Staff were charged with cataloging and comparing public health services provided across the state; identifying standards used to evaluate the quality of health departments and determining whether local health departments are meeting those standards; comparing public health structure and financing in Virginia to other states to identify advantages and disadvantages; and recommending any necessary changes to the current system to advance the state's public health goals. Public comments are due by close of business on Friday, November 18, and may be provided via email to [jchcpubliccomments@jchc.virginia.gov](mailto:jchcpubliccomments@jchc.virginia.gov) or via U.S. Mail at 411 E. Franklin Street, Suite 505, Richmond, VA 23219.

The draft report points out that there are advantages and disadvantages to centralized or decentralized structures of public health administration, but that there should be a standard array of services offered in all health departments, supported by a set of standard organizational skills and capacities, citing the Foundational Public Health Services model as a nationally recognized standard. While Virginia health departments offer most of the services outlined in the national model (including environmental health, maternal, child, and family health, and communicable disease control), state law does not require the remaining elements of the national model -- linkage to clinical care or chronic disease and injury prevention -- and these services are offered on an ad hoc basis.

Similarly, the draft report indicates that although local health departments demonstrate several of the capabilities outlined in the Foundational Public Health Services model, several areas need improvement, with accountability and performance management, information technology, and workforce development in need of the most attention. Commission staff indicate that there is no system to address overall performance of local health departments; the local government agreement outlining local departments' responsibilities and funding is not used as an accountability mechanism. Local departments are operating with outdated technology, including paper medical records (although the Virginia Department of Health (VDH) is planning to use American Rescue Plan Act funding to implement electronic health records), and

there is no central repository of data collected from local health departments. Workforce recruitment and retention are major challenges, with rates of voluntary resignations increasing over the last decade (led by resignations of public health nurses).

The report discusses local health departments' community engagement and partnerships, noting that community partnerships appear to be developed on an individual basis but not in a systematic way. The Community Health Assessment process is a tool for such systematic community partnership development, and is recommended to local departments by VDH, but is not required. VACo assisted Commission staff in circulating a survey to counties regarding local governments' relationships with their local health departments. Local officials who responded to the survey reported varying levels of collaboration between local governments and their local health departments.

In the report's analysis of local health department funding, Commission staff note that it is difficult to determine the funding levels that would be necessary for local departments to align with the Foundational Public Health Services model, as community needs vary by locality and are not tracked systematically. Federal funds have increasingly comprised a larger share of public health funding, while state General Fund spending has been relatively flat when adjusted for inflation. The cooperative budgets for local health departments (composed of state general funds, local matching dollars, and revenues generated by the provision of services) vary widely on a per-capita basis; the report suggests that this variation may be attributable to differences in localities' size and ability to provide matching dollars, as well as the needs of communities and the availability of other providers. The report includes a suggestion that fees for restaurant inspections be increased to cover the cost of providing the inspections, possibly through establishing fees that vary by type of establishment (the current permit is \$40 per year, regardless of the size of the facility or the follow-up visits that may be required).

Policy options in the report include the following:

- Amend Virginia Code to require local health departments to ensure the availability of clinical services (either by the local department or by other providers) and facilitate access to and linkage with clinical care, and to provide chronic disease and injury prevention.
- Direct VDH to design a state performance management process for each local health department.
- Direct VDH to develop a centralized data system that will allow VDH to access necessary data from all local health departments.
- Provide additional funding to VDH for a loan repayment program for local health department staff, as well as a salary increase for local health department employees.
- Direct VDH to establish regional operations and facilities management positions to assist local departments.
- Direct VDH to require all health districts to participate in the Community Health Assessment process.
- Direct VDH to track cooperative budget funding per capita, compare that funding to the identified needs of each local department, and make adjustments as additional funding is available.
- Direct VDH to update environmental health services regulations to increase inspection fees and adjust fees based on the type of establishment.
- Direct VDH to adopt regulations to implement civil monetary penalties for facilities in violation of environmental health regulations (the report discusses this concept as a way to cover the cost of inspections and follow-up visits and to serve as a disincentive for facilities that are slow to correct violations).

The Commission will consider policy options for all studies conducted by Commission staff this year at its December 7 meeting.





#### **PUBLIC LISTENING SESSIONS REGARDING THE IMPACT OF THE OPIOID EPIDEMIC ON COMMUNITIES IN VIRGINIA**

The Opioid Abatement Authority (OAA) and the Virginia Association of Community Services Boards (VACSB) are jointly hosting a series of town hall style listening sessions around the state.

The OAA's Board of Directors will use these listening sessions **to collect feedback that will be useful in determining funding priorities and decisions about grant applications** that are being made available as a result of multiple legal settlements from opioid manufacturers, distributors and pharmaceutical companies. **The sessions are open to the general public.**

#### **WHO IS INVITED?**

The listening sessions are open to the public, and **the OAA is seeking input from a broad and diverse audience including individuals in recovery, families of people who have been impacted by opioid use disorders, peers/allies, service providers, law enforcement, and local government.**

#### **FORMAT**

**Most of the listening sessions will be held in person, and there will be one all-virtual session.** The sessions will include an opening presentation by the OAA, after which time speakers will be encouraged to address the OAA.

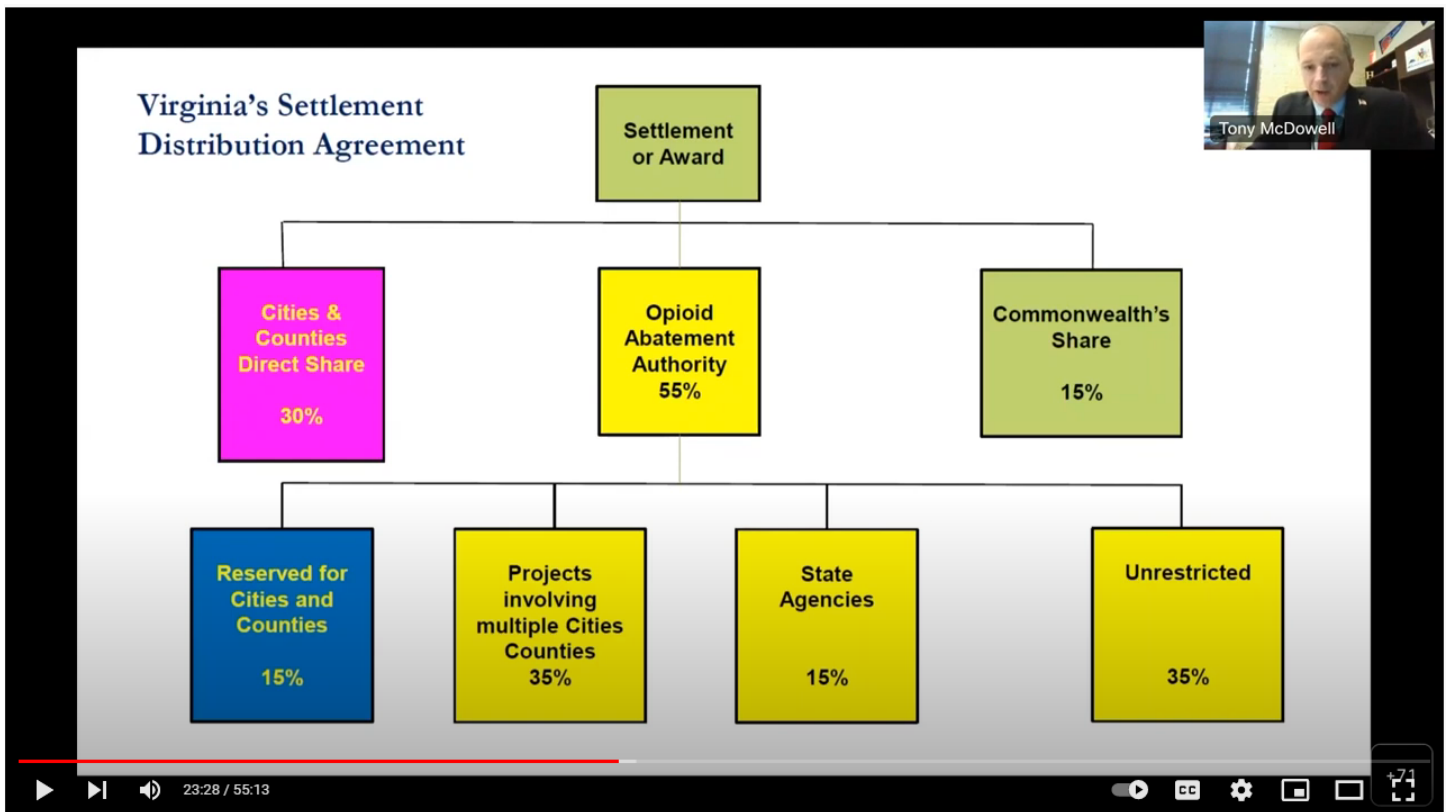
#### **RESERVE YOUR SEAT**

To learn more about the OAA and its role in managing settlement funds, visit [www.voaa.us](http://www.voaa.us).

Date	Time	Location	Address
12/1/2022	7:15 – 8:45 pm	Blue Ridge Behavioral Healthcare <b>IN PERSON ONLY</b>	1315 Franklin Rd, SW Thomasson Room Roanoke, VA 24016
12/3/2022	2:00 – 3:30 pm	Fairfax County Government Center* <b>IN PERSON ONLY</b>	12000 Government Ctr. Pkwy. 22035 Board Auditorium Fairfax, VA 22035
1/30/2023	6:30 – 8:00 pm	Hanover County Administration Building <b>IN PERSON ONLY</b>	7516 County Complex Road Board Room Hanover, VA 23069
2/12/2023	5:00 – 6:30 pm	<b>ALL VIRTUAL</b>	Via Zoom: <a href="https://us06web.zoom.us/j/3163214197?pwd=ZTVYMndhNzhlJm5pWWlrVCtaSnRoUT09">https://us06web.zoom.us/j/3163214197?pwd=ZTVYMndhNzhlJm5pWWlrVCtaSnRoUT09</a>
2/TBD/2023	6:30 – 8:00 pm	<b>IN PERSON ONLY</b>	Hampton TBD
3/21/2023	7:15 – 8:45 pm	Region Ten CSB <b>IN PERSON ONLY</b>	500 Old Lynchburg Road, Charlottesville, VA 22903
4/TBD/2023	6:30 – 8:00 pm	PD-1 Behavioral Health <b>IN PERSON ONLY</b>	Wise TBD



\*Special accommodations will be provided upon request at this location. For EVENT information at this location, to view this information in an alternate format or to request special accommodations, call 804-330-3141 (anyone who answers the phone can assist you) or dial 7-1-1 to access information using Virginia Relay. Please allow two (2) working days in advance of the event in order to make the necessary arrangements. For additional ADA information, please contact the Fairfax County Office of Equity Programs at 324-2953/TTY 711.



## Briefing on Opioid Abatement Authority

Tony McDowell, Executive Director of the Opioid Abatement Authority, provided a briefing for VACo members on the Authority's plans for the distribution of funding being provided to the state from recent settlements of opioid-related litigation. A portion of these funds will be provided to localities, in addition to the direct distributions localities are receiving from the settlements.

### Link to Video

<https://youtu.be/LhAy0UGqgsI>

### PowerPoint Presentation

<https://www.vaco.org/wp-content/uploads/2022/10/OAA-presentation-to-VACo-10.12.22.pdf>

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



# Federal Disaster Loan Relief Available for Businesses Impacted by Summer Flooding in Southwest Virginia Now Available



## U.S. Small Business Administration

The [U.S. Small Business Administration \(SBA\)](#) announced in late October that federal Economic injury Disaster Loans (EIDLs) are available in parts of **Kentucky, Virginia and West Virginia** for small businesses, small agricultural cooperatives, small businesses engaged in aquaculture, and most private nonprofit organizations with economic losses due to excessive rain, landslides, flooding and flash flooding that occurred July 26-29.

The declaration includes coverage for businesses in the Virginia counties of Buchanan, Dickenson and Wise.

Under this declaration, the SBA's [Economic Injury Disaster Loan \(EIDL\)](#) program is available to eligible farm-related and nonfarm-related entities that suffered financial losses as a direct result of this disaster. Apart from aquaculture enterprises, SBA cannot provide disaster loans to agricultural producers, farmers, and ranchers.

The loan amount can be up to \$2 million with interest rates of **3.04** percent for small businesses and **1.875** percent for private nonprofit organizations, with terms up to 30 years.

Applicants may apply online using the Electronic Loan Application (ELA) via the SBA's secure website at [DisasterLoanAssistance.sba.gov/ela/s/](https://DisasterLoanAssistance.sba.gov/ela/s/) and should apply under SBA declaration # **17696**.

For questions call the FOCE Communications Department at (404) 331-0333.



Thank you Veterans Today  
and Every Day





## Premier Partner Spotlight The Berkley Group



### The Berkley Group | Part 1

Join Dean Lynch and Drew Williams, CEO, as they discuss the history of the Berkley Group and where they are today. The Berkley Group is the go-to consultant for Virginia counties and their communities. For more information, please visit [www.bglc.net](http://www.bglc.net).

What doors can we open for you?

Watch the [Premier Partner Video](#)

# SAVE THE DATES!

## **Rural Caucus Reception**

**Wednesday, January 18, 2023 | Richmond**

## **VACo/VML/VAPDC**

## **Local Government Day**

**Thursday, January 19, 2023 | Richmond**

## **VACo/VML Legislative Reception**

**Thursday, January 19, 2023 | Richmond**

## **VACo Chairpersons' Institute**

**Friday, January 20, 2023 and**

**Saturday, January 21, 2023**

Join us for these important events.

Call VACo at 804.788.6652 for more information





## 2023 EXCELLENCE IN VIRGINIA GOVERNMENT AWARDS

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

## 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 16th annual Excellence in Virginia Government Awards (EVGA) on **April 11, 2023** 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.

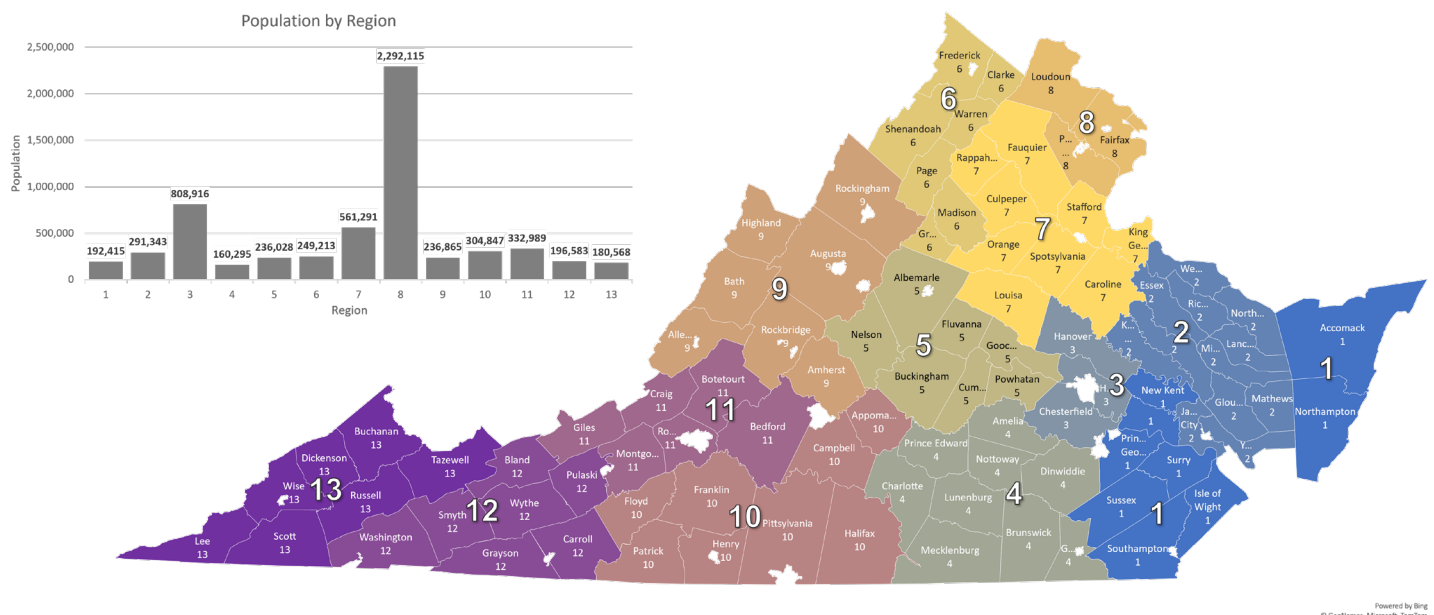
Nominations for the 2023 Awards will be accepted through November 1, 2022. Nominations are being accepted in seven categories: Community Enhancement, Grace E. Harris Leadership Award, Hill-Robinson Expansion of Freedom, Innovation in Government, Lifetime Achievement, Public-Private Partnerships, and Unsung Hero.

To make a nomination, learn more details about the Excellence in Virginia Government Awards, including criteria and past winners, go to <https://bit.ly/evgavcu> or contact Paula Otto, [piotto@vcu.edu](mailto:piotto@vcu.edu).

# Proposed Reapportionment and Bylaw Amendment

The VACo Bylaws provide for reapportionment every ten years beginning in 1991. The VACo President named a reapportionment committee in 2021 and the committee began the process when the census data was available. The committee presented its recommendations to the VACo Board of Directors at its meeting on June 4, 2022. The Board of Directors accepted the recommendation of the committee, which would add three seats to the VACo Board of Directors consisting of one rural, one suburban and one urban area seat. The specific proposed changes to the existing VACo regions are as follows. New Kent County and Charles City County would be moved from Region 3 to Region 1. Montgomery County would be moved from Region 10 to Region 11. Region 11 would receive an additional seat. Region 8 would gain an additional seat based on population increases. The Board also endorsed a proposed Bylaw amendment, which would remove the 24-seat cap on Regional Director positions and would allow the additional seats to be added to the VACo Board of Directors.

The Membership of the association will vote on the Bylaw amendment at its Annual meeting on November 15, 2022. The proposed reapportioned map of regions and the Bylaw proposal are below.



Article IX entitled *Board of Directors*, shall be amended in Section 2 by adding the words **Regional Directors** and deleting the words **twenty-four members** as indicated below.

## ARTICLE IX

### BOARD OF DIRECTORS

**Section 1. Authority and Responsibility.** The governing body of this Association shall be the Board of Directors. The Board of Directors shall have supervision, control, and direction of the affairs of the Association, its committees, and its publications; shall determine its policies or changes therein; and shall actively prosecute its objectives.



**Section 2. Composition and Election.** The Board of Directors shall consist of the President, The President-Elect, the First Vice-President, the Second Vice-President, the Secretary-Treasurer, the Immediate Past-President, the three next most recent Virginia Association of Counties past-presidents who currently hold office as elected Virginia county supervisors who may serve only for 3 more years after their term as immediate past president, and **Regional Directors** ~~twenty-four members~~ elected on a “one person - one vote” basis from compact and contiguous Regions into which the State shall be divided for purposes of representation. Such regional directors shall be selected at the annual meeting by the member counties located within the region which the director will represent. The Board of Directors shall designate at least one member of the Board to represent the Association on the Board of Directors of the National Association of Counties. Any county supervisor who serves on the Board of Directors of the National Association of Counties shall also serve as an ex-officio member of the VACo Board of Directors.

**Section 3. Qualification.** Only elected county supervisors representing Virginia counties in good standing shall be eligible to stand for election to the Board of Directors.

**Section 4. Term.** Regional Directors shall be elected for two-year staggered terms with approximately fifty percent of its members elected and installed at each Annual Business Meeting. No Regional Directors shall serve more than four full consecutive terms. Any tenure as an officer of the Association shall not be included as any part of the tenure of the aforementioned four consecutive terms. The Regional Directors elected and installed at the Annual Business Meeting shall assume office immediately after the close of such meeting. Such Directors shall hold office until their successors are elected and installed. No Director shall continue to hold office after formally leaving office as an elected Virginia county supervisor. Past presidents may serve in that capacity for only three more years after their service as Immediate Past President.

**Section 5. Reapportionment.** Beginning in 1991, and every ten years thereafter, regional representation on the Board of Directors shall be reapportioned.

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

**Section 7. Quorum.** At any meeting of the Board of Directors, the members present, and voting shall constitute a quorum for the transaction of the business of the Association. Any such business thus transacted shall be valid providing it is affirmatively passed by upon by a majority of those members present and voting.

**Section 8. Vacancies.** Any vacancy occurring on the Board of Directors between Annual Business Meetings shall be filled by the Board. A Director so elected to fill a vacancy shall serve the unexpired term of the predecessor.

# Shine a light of hope and support for veterans



#OperationGreenLight for Veterans | [NACo.org/OperationGreenLight](https://NACo.org/OperationGreenLight)

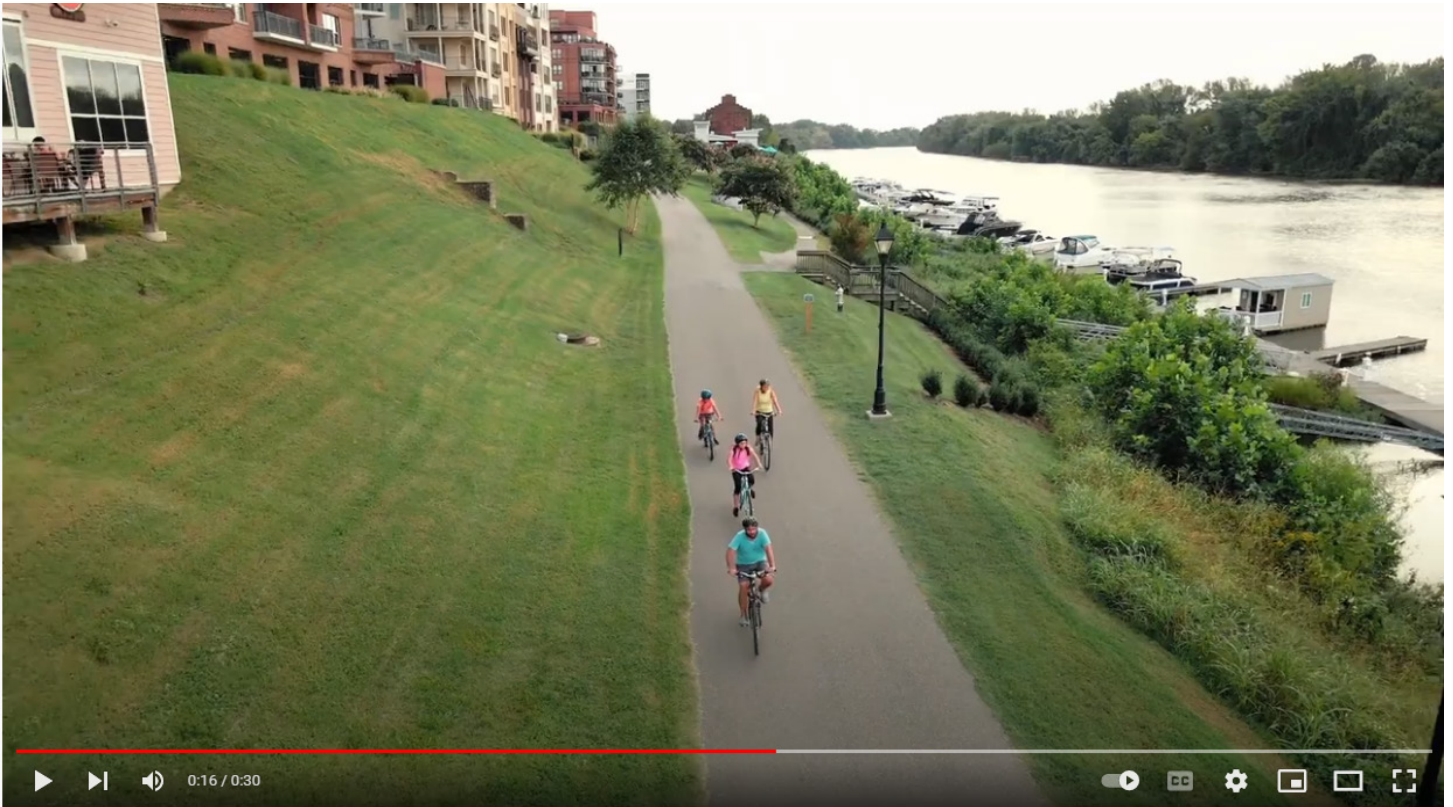
## OPERATION GREEN LIGHT FOR VETERANS: COUNTY TOOLKIT

America's counties have a long and proud history of serving our nation's veterans, a legacy that continues to this day as we work with our federal, state and local partners to ensure that the former service members in our communities have access to the resources they need to thrive.

This coming Veterans Day, the National Association of Counties (NACo) and the National Association of County Veteran Service Officers (NACVSO) invite the nation's 3,069 counties, parishes, and boroughs to join Operation Green Light and show support for veterans by lighting our buildings green from November 7 to November 13. By shining a green light, county governments and our residents will let veterans know that they are seen, appreciated and supported.

**To show support, counties can use this template to pass a resolution declaring your county's participation in Operation Green Light.**

**[Click here for the Operation Green Light for Veterans County Toolkit](#)**



# RICHMOND REGION TOURISM

Thank you [Richmond Region Tourism](#) for your help this year with our Annual Conference. Get to know this organization better by watching [this video](#).

VACo will hold its Annual Conference on November 13-15 at the Greater Richmond Convention Center.



# Congratulations!

We love presenting Achievement Awards  
at Board of Supervisors Meetings



**Congratulations Loudoun County!**



# Happy 20th Anniversary VACo Achievement Awards!

Great to see so many friends in this video. The VACo Achievement Awards truly does bring us together in pursuit of improving our communities.

Thank you to everyone who has supported the VACo Achievement Awards during the past 20 years.

[WATCH THE VIDEO](#)

## Graduate Certificate in Local Government Management Information Sessions - Fall 2022



Dr. Stephanie Davis will be holding three zoom information sessions for employees of Virginia local government this fall. The sessions will discuss the overall program for the graduate certificate in local government management, schedules, costs, the VLGMA Scholarship and how to apply. Participants are requested to register in advance.

### **When**

November 15, 2022 | 12 PM

December 13, 2022 | 12 PM

Register in advance for this meeting: <https://viriniatech.zoom.us/meeting/register/tZUlcO6rqjovEtR5FHxDwJi26z3iH-Ujd8MM>

After registering, you will receive a confirmation email containing information about joining the meeting.

For interested employees, if the times are not convenient, please use this calendly link to schedule an individual meeting with Dr. Davis - <https://calendly.com/sddavis/15min>

*Stephanie Davis, Ph.D., Collegiate Assistant Professor and Program  
Director, Graduate Certificate in Local Government Management at Virginia Tech*



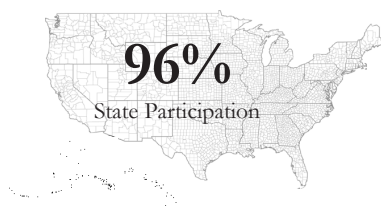


## Take Your Leadership Skills to the Next Level Through the NACo High Performance Leadership Academy

The [NACo High Performance Leadership Academy](#) is an online 12-week program that empowers frontline county government professionals with the most fundamental leadership skills to deliver results for counties and communities.

NACo and the Professional Development Academy created the interactive program in collaboration with the late General Colin Powell, Dr. Marshall Goldsmith, private sector executives, and local government officials—all to enable your existing and emerging county leaders to achieve their highest potentials.

More than 5,000 participants have enrolled from counties across the country since the launch of the program, with incredible feedback and results. In fact, the positive feedback and demand for this NACo program has been truly unprecedented: to the point that NACo now has four scheduled opportunities to attend each year.



5,000+ Participants to Date



1,600+ Counties & Associations



5.5 Million+ In Scholarship Savings

The Academy has proven relevant and non-disruptive for self-paced and collaborative learning. Participants have the opportunity to engage with peers from other counties and receive expert guidance from program facilitators throughout the 12 weeks of course materials, all with a flexible 4-5 hour per week time commitment.

The cost per enrollee begins at \$1,645. Additional discounts may apply. Contact us for more details for your state.

To enroll, visit the [NACo High Performance Leadership Academy](#) webpage at [NACo.org/Skills](#).

For questions and assistance in enrolling, please contact Treina Smith-Slatt at [treinas@pdaleadership.com](mailto:treinas@pdaleadership.com)



"This is a transformational leadership program that has proven to be the most scalable, cost effective, and efficient way to make your leaders better."

- General Colin Powell

### Top 10 Participating Counties & Associations:

Hennepin County, MN  
Fairfield County, OH  
Texas Association of Counties  
Montgomery County, MD  
Douglas County, NE  
Riverside County, CA  
Tulare County, CA  
Maricopa County, AZ  
Sutter County, CA  
Hamilton County, OH



# Premier Partner Spotlight

## Blue Line Solutions



### Blue Line Solutions

VACo Premier Partner Blue Line Solutions offers a TrueBlue Highway Safety Program that can be implemented in School Zones and Construction Zones, where data has shown that drivers are unaware that their driving behavior is not in alignment with public safety. A key element of this program - drivers are first educated through several media outlets, that their driving patterns through these zones need to change to keep their communities safe. The education has had a profound and positive effect on driving behavior.

Please contact Greg Hogston for more information: [ghogston@bluelinesolutions.org](mailto:ghogston@bluelinesolutions.org) or 276.759.8064 or visit <https://bluelinesolutions.org>.

Watch the [Blue Line Solutions Video Part 1](#)

Watch the [Blue Line Solutions Video Part 2](#)

Watch the [Blue Line Solutions Video Part 3](#)

Watch the [Blue Line Solutions Video Part 4](#)

# #InvestinChildCareVA

We are proud to be a member of the Virginia Promise Partnership, a coalition of 30+ leading organizations committed to quality, affordable child care for all Virginia families.

Please watch and share this video to show your support for child care!

[#VaPromise](#)

[#ChildCareIsEssential](#)

[#MoreChildrenMoreChoices](#)

[#WeNeedChildCareVA](#)

[#InvestinChildCareVA](#)



[Virginia Promise in Action - Video Campaign Compilation - YouTube](#)

A graphic titled 'MEMBER SPOTLIGHT' in yellow, hand-drawn style letters. In the top left is the Virginia Promise Partnership logo. On the left side is a portrait of Jeremy Bennett, a man in a dark suit and patterned tie. To his right is a quote in dark teal text: "Access to safe and affordable childcare is an essential component to allow local businesses and county economies to thrive." Below the quote, his name 'JEREMY BENNETT' is written in yellow, followed by his title 'DIRECTOR OF INTERGOVERNMENTAL AFFAIRS' and 'VIRGINIA ASSOCIATION OF COUNTIES' in yellow. In the bottom right corner is the Virginia Association of Counties logo, which includes a map of Virginia and the text 'VACo Virginia Association of Counties'.



# VIRGINIA COUNTY SUPERVISORS' MANUAL

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ORDER YOURS TODAY  
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## Virginia County Supervisors' Manual 8th Edition



The Eighth Edition 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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Authorized Signature: \_\_\_\_\_

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

**Mail completed form to:**

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

**Or FAX credit card purchases to 804.788.0083**

Questions? Call 804.788.6652.



The Virginia Association of Counties accepts employment ads in a PDF file or a link to a job site. Please include information for applying, and a link to other important information. Please do not fax your employment ad. VACo members are not charged for placing an employment ad. **The cost is \$100 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](#).

[CLERK TO THE SCHOOL BOARD](#) | Fairfax County | Posted November 10

[ASSISTANT CITY MANAGER](#) | City of Staunton | Posted November 9

[ZONING PERMITS MANAGER](#) | Loudoun County | Posted November 9

[UTILITY TECHNICIAN – CONSTRUCTION](#) | Hanover County | Posted November 9

[UTILITY TECHNICIAN – COLLECTIONS](#) | Hanover County | Posted November 9

[CIVIL ENGINEER](#) | August County | Posted November 9

[CLINICIAN – ADULT OUTPATIENT MHSUD](#) | Hanover County | Posted November 9

[UTILITY ENGINEER](#) | Hanover County | Posted November 9

[FAMILY SERVICES SPECIALIST](#) | Hanover County | Posted November 9

[FISCAL ASSISTANT FULL TIME](#) | Town of Amherst | Posted November 9

[UTILITIES ENGINEER](#) | Chesterfield County | Posted November 7

[CAPITAL PROJECTS MANAGER](#) | City of Fredericksburg | Posted November 7

[CREW SUPERVISOR – GROUNDS](#) | City of Harrisonburg | Posted November 7

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[STAFF AUDITOR](#) | Chesterfield County | Posted November 7

[SENIOR AUDITOR](#) | Chesterfield County | Posted November 7

[COUNTY ATTORNEY](#) | Culpeper County | Posted November 7

[SENIOR PLANNER](#) | Augusta County | Posted November 7

[GENERAL SERVICES ADMINISTRATOR](#) | City of Manassas Park | Posted November 3

[COUNTY ADMINISTRATOR](#) | Greene County | Posted November 3

[FAMILY SERVICES SPECIALIST](#) | Montgomery County | Posted November 3

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[TRANSPORTATION SPECIALIST](#) | Hanover County | Posted November 3

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[FINANCE DIRECTOR](#) | Warren County | Posted November 2

[BUSINESS MANAGER](#) | Albemarle County | Posted November 2

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[COMBINATION COMMERCIAL INSPECTOR II](#) | Albemarle County | Posted November 2

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[SENIOR PLANNER II](#) | Albemarle County | Posted November 2

[HUMAN RESOURCES ASSISTANT](#) | Albemarle County | Posted November 2

[SENIOR SYSTEMS ANALYST](#) | Albemarle County | Posted November 2

[ADDORDABLE HOUSEING OMBUSMAN](#) | Loudoun County | Posted November 2

[FUNCTIONAL ANALYST II](#) | Loudoun County | Posted November 2

[JUDICIAL LAW CLERK](#) | Montgomery County | Posted November 2

[UTILITY OPERATOR – DOSWELL WATSEWATER PLANT](#) | Hanover County | Posted November 1

[ZONING ADMINISTRATOR & PROPERTY MAINTENANCE OFFICIAL](#) | Town of Bluefield | Posted November 1

[DIRECTOR OF HUMAN RESOURCES](#) | Rockingham County | Posted November 1

[COUNTY ADMINISTRATOR](#) | Greene County | Posted October 31

[MEDIUM HEAVY TRUCK TECHNICIAN](#) | Chesterfield County | Posted October 31



[GENERAL SERVICES DIVISION  
MANAGER – SECURITY  
MANAGEMENT](#) | Chesterfield County  
| Posted October 31

[FABRICATION & PRODUCTION  
SPECIALIST/SIGN INSTALLER](#) |  
Chesterfield County | Posted October  
31

[DEPUTY COURT CLERK – PART  
TIME/TEMPORARY](#) | Montgomery  
County | Posted October 31

[CLINICIAN – CRISIS & SAME DAY  
ACCESS](#) | Hanover County | Posted  
October 31

[GIS – DEPUTY PLANNER](#) | Gates  
County, NC | Posted October 28

[CASE MANAGER – RAFT HOUSE](#) |  
Hanover County | Posted October 28

[COMBINATION BUILDING  
INSPECTOR](#) | Culpeper County  
| Posted October 28

[ANIMAL CARETAKER](#) | Culpeper  
County | Posted October 28

[MAINTENANCE SERVICE TECHNICIAN  
– PARKS & RECREATION](#) | Hanover  
County | Posted October 28

[FINANCE DIRECTOR](#) | Gates County,  
NC | Posted October 26

[GRANT MANAGER](#) | Gates County, NC  
| Posted October 26

[HUMAN RESOURCE DIRECTOR](#) | Gates  
County, NC | Posted October 26

[EROSION SEDIMENT CONTOL –  
STORMWATER MANAGEMENT  
COMBINED ADMINISTRATOR](#) |  
Botetourt County | Posted October 26

[CHIEF OF EMERGENCY SERVICES](#) |  
Middlesex County | Posted October 25

[TECHNOLOGY SUPPORT SPECIALIST  
I-III](#) | Montgomery County | Posted  
October 25

[LIBRARY ASSISTANT – PART TIME](#) |  
Montgomery County | Posted October  
25

[ADMINISTRATIVE SECRETARY](#) |  
Chesterfield County | Posted October  
25

[ENTERPRISE ARCHITECT](#) |  
Chesterfield County | Posted October  
25

[MAINTENANCE MECHANIC II](#) |  
Albemarle County | Posted October 25

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COMMERCIAL](#) | Albemarle County  
| Posted October 25

[OPERATIONS MANAGER](#) | Albemarle  
County | Posted October 25

[PROJECT FIELD SUPPORT FOR  
FIBER BROADBAND PROJECTS –  
TEMPORARY](#) | Albemarle County  
| Posted October 25

[POLICE SERVICES SPECIALIST](#) |  
Albemarle County | Posted October 25

[APPRAISER](#) | Albemarle County  
| Posted October 25

[HUMAN SERVICES PROGRAM  
MANAGER](#) | Albemarle County  
| Posted October 25

[GROUPS – FACILITIES  
MAINTENANCE WORKER](#) | Albemarle  
County | Posted October 25

[TRAIL CREW TECHNICIAN](#) |  
Albemarle County | Posted October 25

[PUBLIC SAFETY COMMUNICATIONS  
OFFICER](#) | Albemarle County | Posted  
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[WATER RESOURCES PROGRAM  
MANAGER](#) | Albemarle County  
| Posted October 25

[CLIMATE PROTECTION PROJECT  
MANGER](#) | Albemarle County | Posted  
October 25

[GIS MANAGER](#) | Albemarle County  
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[ACCOUNTING MANAGER](#) | Albemarle  
County | Posted October 25

[FINANCIAL BUSINESS SYSTEM  
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| Posted October 25

[SENIOR ACCOUNTANT](#) | City of  
Williamsburg | Posted October 25

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MEDICAL SERVICES \(EMS CHIEF\)](#) |  
Northampton County | Posted October  
20

[PLANNER/COMMUNITY  
REDEVELOPMENT SPECIALIST](#) |  
Northampton County | Posted October  
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[PRINCIPAL PLANNER](#) | Isle of Wight  
County | Posted October 20

[COMMUNICATIONS OFFICER  
\(MULTIPLE OPENINGS\)](#) |  
Montgomery County | Posted October  
20

[BUSINESS PROGRAMS  
COORDINATOR](#) | Campbell County  
| Posted October 20

[CLINICIAN – SCHOOL BASE CSB  
CLINICIAN](#) | Hanover County | Posted  
October 20

[ASSISTANT ZONING  
ADMINISTRATOR](#) | Town of Leesburg  
| Posted October 20

[WASTEWATER OPERATOR TRAINEE](#) |  
New Kent County | Posted October 20

[DIRECTOR OF COMMUNITY  
DEVELOPMENT](#) | Augusta County  
| Posted October 19

[EMERGENCY MEDICAL SERVICES  
CHIEF](#) | Highland County | Posted  
October 18

[COMMUNICATIONS SPECIALIST III](#) |  
Fairfax County | Posted October 18

[PAYROLL SPECIALIST-SCHOOLS](#) |  
King George County | Posted October  
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## 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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Stafford County



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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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