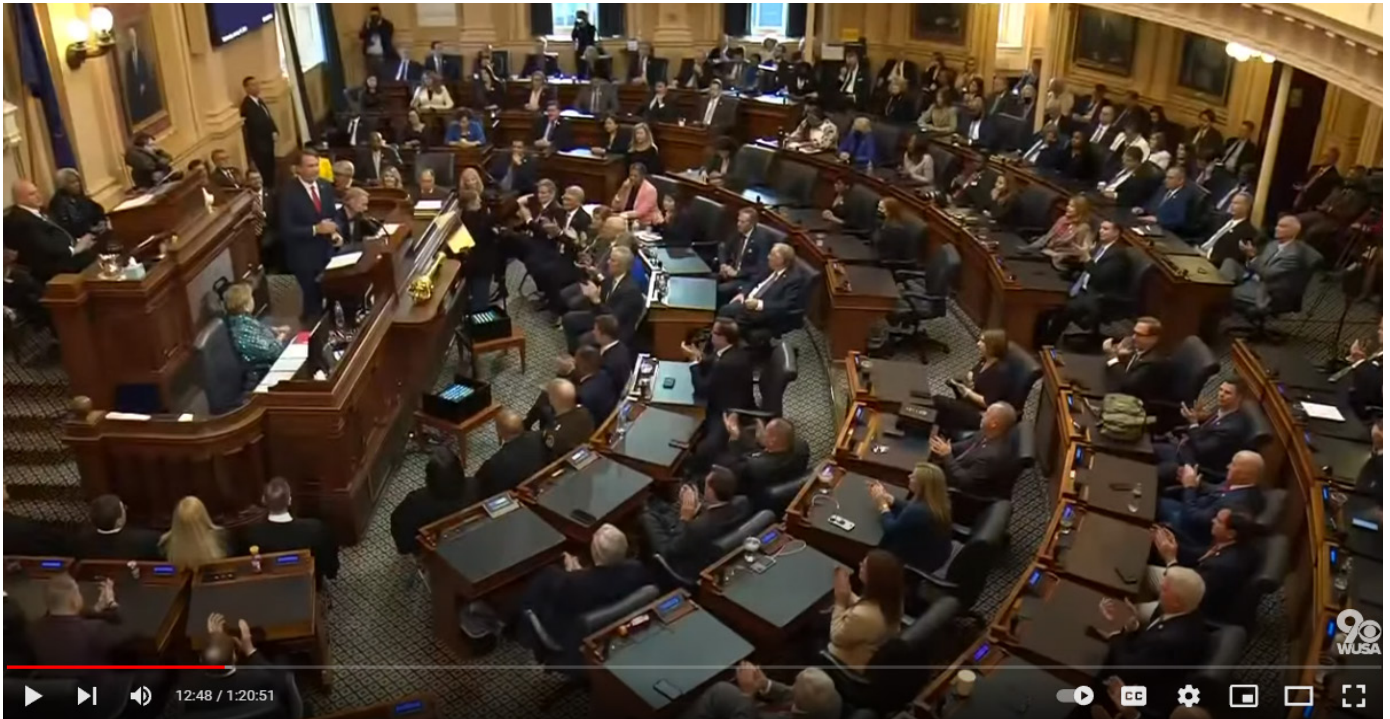


Governor Youngkin Outlines Priorities in State of the Commonwealth Address



Governor Youngkin outlined his priorities for the 2023 General Assembly session in his [State of the Commonwealth address to the General Assembly](#) on Wednesday afternoon, reiterating his pledge to accelerate efforts in economic competitiveness, education, public safety, and behavioral health, among other priorities. The Governor welcomed three new members of the legislature who were elected on Tuesday in special elections – Delegate Ellen Campbell, Delegate Holly Seibold, and Senator Aaron Rouse – and cited a host of accomplishments from the past year, including investments in K-12, successes in finding placements for youth in foster care, clearing backlogs at the Virginia Employment Commission, and a commitment to addressing needs in the City of Petersburg.

The Governor cautioned that Virginia cannot rest on its accomplishments, as its competitor states are benefiting from population growth and have out-performed Virginia in securing economic development projects. In addition to workforce development and the buildout of business-ready sites, the Governor encouraged legislators to embrace additional tax reform, arguing, “we are going to have to systematically move to lower taxes to make Virginia more attractive to young people, families, veterans, and retirees, and more competitive for business.”

The Governor also highlighted his proposals to address the nursing shortage, provide retention and performance bonuses to teachers, and recruit and retain law enforcement officers. He underscored the importance of investments in behavioral health and outlined key elements of his proposed “Right Help, Right Now” plan, which includes funding for mobile crisis units, crisis receiving centers, psychiatric emergency centers, and behavioral health workforce development, as well as efforts to prevent fentanyl overdoses. He encouraged a continued commitment to meeting Virginia’s Chesapeake Bay goals, citing proposed investments in the Resilient Virginia Revolving Loan Fund and wastewater nutrient removal projects.

VACo Contact: [Katie Boyle](#)



SCAN ME

SCHOOL ZONE SAFETY

PHOTO SPEED ENFORCEMENT

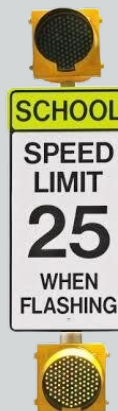


LAW ENFORCEMENT BENEFITS

- * Reduction in dangerous traffic stops
- * Reassignment of Officers to needed areas
- * Reduction of high speed police pursuits
- * No cost to agency or local government

COMMUNITY SCHOOL BENEFITS

- * Traffic Calming
- * Additional tool for SRO's
- * Increased safety for children
- * Changes driver behavior



PUBLIC INFORMATION & EDUCATION

Every effort is made to inform and educate the public through social media and press releases as well as a 30-day warning period.

CUTTING EDGE TECHNOLOGY

Single lane LIDAR leaves no questions with photo speed enforcement, and is 100% accurate in identifying the correct vehicle.

SLOWER VEHICLES = SAFER SCHOOLS

With our proactive combination of technology and public information and education, most communities have a 92% reduction in speeding, making their schools a safer place to walk play and learn.



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SPEED ENFORCEMENT | SCHOOL ZONE

Key Dates for the 2023 General Assembly



As part of its organizational work on the first day of the 2023 session, the General Assembly adopted a procedural resolution on January 11 that sets out important dates and deadlines for the [2023 legislative session](#).

January 11: General Assembly convened at noon. Bills that were “prefiled” were due to be submitted by 10 a.m. All bills and regulations affecting the Virginia Retirement System or creating or continuing a study were required to be filed before adjournment. Governor Youngkin delivered the State of the Commonwealth address at 4 p.m.

January 13: Deadline for submission of budget amendments

January 20: Deadline for all bills or joint resolutions to be filed by 3 p.m. (with some exceptions, such as legislation introduced at the request of the Governor or legislation allowed to be introduced after deadlines by unanimous consent)

February 5: Money committees report budgets by midnight

February 7: Money committee budget proposals available by noon; “crossover” deadline for each chamber to complete work on legislation originating in that chamber (except for the budget bill)

February 9: Houses of introduction must complete work on budget

February 15: Deadline for each chamber to complete work on other chamber’s budget proposal and revenue bills and appoint conferees

February 20: Deadline for committee action on legislation by midnight

February 25: Scheduled adjournment *sine die*

April 12: Reconvened session for consideration of Governor’s amendments and vetoes

VACo Contact: [Katie Boyle](#)

▶ Here's to a great 2023
General Assembly
Session! ▶



**MEET
YOUR VACo
LEGISLATIVE
TEAM!**

VACo Legislative Team prepares for 2023 General Assembly Session



@VACounties

Subscribed



Visit Craig County and the Craig County Historic Courthouse

Location: 303 Main Street / Court Street

Built: 1851 – 1852

Style: Greek Revival

Architect: Scuyler W Smith

Contractor: Stokes Pusey & Company of Roanoke County

Description: The building faces southeast and is a two story red colored brick structure. The building is located on landscaped grounds in the center of New Castle. The southeast front has a large portico supported by four large white columns rising to a pediment at the roof line. There are one story wings on the north and south sides. Above the entrance is an octagonal white wood cupola with red colored roof. The courthouse followed the design of the Botetourt County courthouse. In the interior, the stairway has turned balusters which bear the reputed saber slashes of the Federal soldiers. The courtroom is located on the second story with the Judge's bench located over the front entrance. Rectangular panels ornament the bench. The building houses the County Circuit Court, County General District Court and County Juvenile and Domestic Relations Court of the 25th Judicial Circuit. On the north side is a red colored brick annex. The building was renovated in 1999. The architect was MCA Martin, Company Architects Inc. On the northwest side is an addition constructed in 2005.

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

SUPERVISORS TRAINING FOR COUNTY ELECTED OFFICIALS



VIRGINIA CERTIFIED COUNTY SUPERVISORS' PROGRAM

NOW ENROLLING
THE CLASS OF 2023!

MODULE 1 - BUDGETING

INSTRUCTOR - SUZETTE DENSLOW

OPENING SESSION - JANUARY 25 | HENRICO COUNTY

CLOSING SESSION - MARCH 22 | HENRICO COUNTY

MODULE 2 - PLANNING AND LAND USE

INSTRUCTOR - ELDON JAMES

OPENING SESSION - TBA | RICHMOND/HENRICO COUNTY

CLOSING SESSION - TBA | RICHMOND/HENRICO COUNTY

MODULE 3 - LEADERSHIP

INSTRUCTOR - JANE DITTMAR

OPENING SESSION - AUGUST 11 | RICHMOND/HENRICO COUNTY

CLOSING SESSION - OCTOBER 6 | RICHMOND/HENRICO COUNTY

REGISTER TODAY!

Please contact Karie Walker at
kwalker@vaco.org for more information.
Or visit the [VACo website](https://www.vaco.org).





Understanding the Time Commitment

Armed with YOUR data, not opinions, cashVest allows you to see more, so you can do more with your cash.

Your time is valuable, your work is important, and because our team at three+one is composed of public officials too, we have perfected how to onboard your public entity to cashVest without further stretching your finite resources.

In fact, we utilize data files your internal teams are already producing. With an easy onboarding protocol that relies on non-intrusive, view-only banking data, cashVest is able to provide immediate and actionable strategies.

[WATCH THE VIDEO](#)

Capitol Contact

Virginia General Assembly

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

2023 General Assembly Convenes – Look for Capitol Contact on Tuesdays and Thursdays

The 2023 General Assembly session convened on January 11 setting the stage as legislators will deliberate on many issues of critical importance to local government, including the state budget, broadband, education funding, economic development, public safety, taxes, and other policy matters.

VACo will continually provide updates during the session through [Capitol Contact](#). Capitol Contact will be published every Tuesday and Thursday. In addition, VACo will email and text Capitol Contact Alerts to County Officials on important issues before they are heard by select committees.

Please check [VACo's website](#) and the [General Assembly webpage](#) often to get the latest information and bill updates. Also, be on the lookout for legislative videos with state lawmakers and VACo Staff. VACo will continue to release its newsletter, [County Connections](#), around the first and 15th of each month.

And be sure to attend [VACo's Local Government Day](#) on Thursday, January 19 at the Omni Richmond Hotel. Be a part of the legislative process at the 2023 General Assembly Session.

VACo Contact: [Dean Lynch](#)

JANUARY 2023

January 12, 2023: [Governor Youngkin Outlines Priorities in State of Commonwealth Address](#)

January 10, 2023: [2023 General Assembly Convenes January 11 – Look for Capitol Contact on Tuesdays and Thursdays](#)



VACo President Jason Bellows and VACo Executive Director Dean Lynch attended the NACo/NCCAE Presidents and Executives Meeting in Washington D.C. The educational event included a day of history and leadership at the George Washington Leadership Institute and a tour of Mount Vernon.



BROADBAND TOGETHER

PUTTING THE PIECES TOGETHER
TO CONNECT VIRGINIA

Save the Date 2023

REGISTRATION AND RESERVATIONS OPEN FEBRUARY 1

Join us May 17-18 at the Hilton Short Pump in Richmond, Virginia for Broadband Together 2023. Once again we will explore topics that help us expand broadband throughout the Commonwealth.



MAY
17-18

BROUGHT TO YOU BY



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SAVE THE DATE MAY 17-18

HILTON SHORT PUMP | RICHMOND, VA
12042 West Broad Street
Richmond, Virginia 23233

Contact Kimberly Voxland for more information and for sponsorship opportunities | kvoxland@vcta.com

Virginia Promise Partnership Poll Shows Overwhelming Support for Early Childhood Education



Richmond – Gaps in access to quality, affordable child care remains a top concern for Virginia voters leading up to the 2023 General Assembly session. In a newly released poll from the Virginia Promise Partnership, 79 percent of Virginia voters – including 72 percent of Republicans and 91 percent of Democrats – say it is extremely or very important for state and local elected officials to take action to ensure child care is more affordable and accessible to Virginia families.

Widespread lack of access to child care is hurting Virginia's workforce and economy. In responding to the survey, nearly half (48%) of parents said their job is *currently* being negatively impacted by a lack of access to child care, resulting in having to take time off of work (23%), reduce or change hours (18%), or quit their job (11%).

These results align with an August 2022 employer survey conducted by the Virginia Early Childhood Foundation, the Federal Reserve Bank of Richmond, and the Virginia Chamber of Commerce. Seventy-six percent of employers surveyed stated that childcare availability impacted employee recruitment and retention, and 78 percent reported that employees frequently or occasionally miss work due to childcare issues.

The December 2022 poll found that 79 percent of those parents whose job (or family member's job) was impacted say they would fully rejoin the workforce if their household had access to quality, affordable child care. Moreover, 82 percent of respondents agreed that access to high-quality, affordable childcare enables more parents to join the workforce and support their families.

"Without access to quality, affordable child care, parents are forced to reduce or change their hours or drop out of the workforce altogether. As a result of child care challenges faced by their workforce, employers across the state are suffering from lost earnings, productivity, and revenue. To support our businesses – and get Virginians back to work – we need robust investments in our child care sector," said **Delegate Carrie Coyner (R-Chesterfield County)**.

Calls for action come as Virginia parents continue to struggle finding child care. More than half (52%) of parents polled say they or someone in their household has struggled to access quality, affordable child care, with 83 percent citing high costs as the primary reason for their struggle. Virginia parents paid an average price of \$15,000 per year for center-based infant care in 2021 according to Child Care Aware of Virginia, exceeding the average cost of in-state college tuition.

"Virginia parents are struggling to find and afford child care that meets their needs and preferences. Without access to quality early education, young children across the state aren't gaining the academic and social-emotional skills they need to thrive," said **Senator George Barker (D-Fairfax County)**. "With 44 percent of Virginia's kindergarteners having ended the 2021-2022 school year without these foundational skills, more must be done to ensure our families have access to high-quality early education."

The statewide survey of 600 Virginia voters, plus an additional oversample of 200 parents of young children, was conducted December 6 to 13, 2022 by The Tarrance Group on behalf of the Virginia Promise Partnership. The margin of error associated with a sample of this size is +/- 4.1%, and among all parents of children under 13 (base and oversample) is +/- 5.3%.

Learn more about the poll results [here](#).

The [Virginia Promise Partnership](#) is a coalition of 30 leading organizations working together with a growing network of child care advocates to achieve our bold goal of ensuring all Virginia families have access to affordable, quality child care by 2030.



Department Of
Labor And Industry



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News Registered Apprenticeship Boiler Safety Labor Law VOSH Resources FAQs About

VIRGINIA OCCUPATIONAL SAFETY AND HEALTH CONFERENCE March 29 - March 31, 2023

Attending The 2023 VOSH Conference



Attending The 2023 VOSH Conference

The VOSH conference will be held from March 29–31 at the Newport News Marriott at City Center. Those who previously registered will receive an email with the option to receive a refund or carry their registration over to the new date. Those interested in attending and who have not registered will have the opportunity to register soon.

Connect with the industry's latest ideas, products, and services to help you move another step closer to your occupational safety and health goals.

Interested in the OSHA 10? This year we are offering the OSHA 10 Hour in General Industry and Construction. These classes begin on Tuesday, November 29 and conclude Wednesday morning on November 30 with plenty of time to attend the 3-day VOSH conference. Interested in attending the conference only? You can attend 1 day only or the entire 3-day conference. Take your pick!

Registration is done completely online and will be available soon [at this link](#).

CLICK HERE FOR MORE INFORMATION



National Association of Counties Leadership Development: Learn from the best!

We would like to acknowledge and congratulate the September NACo Leadership Academy graduates from Virginia. They join over 5,000 graduates and current participants from across the country benefitting from the 12-week online program enabling existing and emerging county leaders to achieve their highest potential.

Amanda Spittle, Construction Services Branch Manager, Prince William County
Ashley Rushing, Therapist 4/Supervisor, Prince William County
Belinda Astrop, Vice Chair, Greensville County
Bryon Counsell, Director of Capital Projects, Stafford County
Carl Rush, Chief Equity Officer, Loudoun County
James Gray, Captain, Northampton County
Mandi Spina, Deputy Director of Development Services, Prince William County
Meg Bohmke, Supervisor, Stafford County, and VACo Immediate Past President
Michelle Kaston, IT Program Manager, Prince William County
Mina Habibi, Sr. Communication Analyst - Graphic Designer, Prince William County
Paul Holt, Community Development Director, James City County
Ryan Kellam, Battalion Chief, Accomack County
Tabitha Riley, Programs & Facilities Supervisor, Culpeper County
Timi Myers, Housing Choice Voucher Program Manager, Loudoun County

Start the new year off with Leadership Development!

Our January cohort is just around the corner. Prioritize leadership development for your team today and deliver results for your team and County. **Scholarships are available.**

[CLICK HERE TO LEARN MORE AND ENROLL](#)

Developed by General Colin Powell, the Professional Development Academy and NACo, the High Performance Leadership Academy is an online 12-week program that helps your workforce develop fundamental, practical leadership skills to deliver results for counties/boroughs and our residents.


January 2023 HIGH PERFORMANCE LEADERSHIP

This is a 12-week online program with content provided by industry leading executives. The curriculum provides best practices in leadership, organizational development and change management, negotiation and collaboration, effective business communication, and how to deliver increased value from high performance county management.

Course 1: Leadership Mindset & Positive Engagement

This course provides insights from members of the program's National Leadership Board on the ways leaders shift their mindset from being excellent individual contributors to becoming highly effective leaders. The course also focuses on increasing empowerment and engagement to achieve individual, team and enterprise success. The second half of this course demonstrates how leaders enable "positively deviant" performance and engender positive culture and communication.

Course 2: Leading Effective Change

The emphasis of this course is to prepare participants to engage in change initiated by others and to drive effective change as an active change agent. This course illustrates three facets of organizational change, including planning, executing and sustaining successful change. A balance of theoretical and pragmatic insights allows participants to understand the strategic, financial or market-based reasons for change and drive toward breakthrough results.

Course 3: Communication and Collaboration

Participants learn and practice the skills needed to improve the quality of interpersonal communication in a variety of contexts. Participants will learn how to effectively speak the language of business and convey information across diverse stakeholder groups, as well as break down silos between business divisions to drive better decision making. Each participant will understand effective communication as it relates to leading others, managing conflict, providing and receiving feedback, and negotiating with the Mutual Gains Approach.

Course 4: Leading High Performance Teams

This closing course focuses on measures, metrics, and practices used across the enterprise to achieve high performance. Participants learn that business results – values and benefits – may differ from one company to the next and even from department to department within a single company, but the consistent variable is It's All About People.

COURSE 1: Jan. 9th – Feb. 3rd

Module 1: Your Leadership Mindset
 Module 2: Your Potential as a Positive Leader
 Module 3: Positive Leadership and Your Team:
 Empowerment & Engagement
 Module 4: Leadership Rules and Your Oath
 Break Week: Feb. 6th – Feb. 10th

COURSE 2: Feb. 13th – March 10th

Module 1: The Process of Change: Planning
 Module 2: The Process of Change: Executing
 Module 3: The Process of Change: Sustaining
 Module 4: Leadership Rules and Your Oath
 Break Week: March 13th – March 17th

COURSE 3: March 20th – April 7th

Module 1: Speaking the Language of Business
 Module 2: Positive Communications
 Module 3: Mutual Gains Approach

COURSE 4: April 10th – April 14th

Module 1: It's All About People
 Graduation: April 14th



"Many frontline managers are exactly the people we cannot afford to lose. The NACo High Performance County Leadership Academy helps to retain these vital employees and helps enable them to be better leaders."

Matt Chase, Executive Director, NACo



2023 Winter Series

Friday, January 6, 2023 12-1 PM
Legislation

Friday, February 3, 2023 12-1 PM
Equity

Friday, March 3, 2023 12-1 PM
Cybersecurity



Meeting Schedule

Session 2—Friday, February 3, 2023, 12 - 1 PM ***An Introduction to Diversity, Equity, and Inclusion***

This session will provide an introduction to diversity, equity and inclusion by unpacking its different dimensions, concepts and meanings. It will provide opportunities to apply DEI concepts in real life scenarios, and participants will also define DEI concepts while exploring different viewpoints and learning about trends and best practices in these areas.

Meet Sly Mata, Our Session 2 Speaker

Sly Mata is the Director of Diversity Education, in the Office for Diversity, Equity, and Inclusion (ODEI) at the University of Virginia. Sly directs a range of educational programming, the annual learning series, and custom workshops in partnership with university leaders and offices focused on educational development for staff, faculty and students. Sly also works with community leaders and a broad range of stakeholders to bring forward educational opportunities to advance the awareness and skills that support equity and inclusion.

Sly received his Bachelor's degree in Interdisciplinary Studies from Arizona State University, a Master's in Public Service and Administration from Texas A&M and is currently a doctoral candidate at the College of Education at the University of Houston.



Session 3—Friday, March 5, 2023, 12 - 1 PM | Cybersecurity

Cost: \$25 per Session | Once registered, participants will receive login information to be able to join the day of the event.

REGISTER TODAY!

★ ★ ★ ★ ★ ★

VACo 2023 LEGISLATIVE PROGRAM

For the 2023 General Assembly Session



ADOPTED BY VACo
MEMBERSHIP ON
NOVEMBER 15, 2022



VACo Membership Adopts Legislative Program

Thank you for your participation in the development and adoption of the [VACo 2023 Legislative Program](#).

Please take a moment to review the adopted program.

[VACo 2023 Legislative Program](#)

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.



New Approaches to Building Resilience in Counties

A variety of expert panelists describe new tools and approaches that counties can use to increase their resilience to flooding impacts.

Dr. Molly Mitchell from the Virginia Institute of Marine Science (VIMS) will discuss tools that can help localities determine the predicted level of flooding in their area, and VIMS' recent work to map predicted flooding of wells, septic systems and transportation networks.

Lewie Lawrence, Executive Director of the Middle Peninsula Planning District Commission, will describe the PDC's innovative Fight the Flood Program and how it connects residents to potential funding and contractors to assist them with resilience efforts.

And Delegate **David Bulova** will provide an overview of legislative efforts to address resilience, including the new Resilient Virginia Revolving Fund.

Moderator **Elizabeth Andrews**, Director of the Coastal Policy Center at William & Mary Law School, will also provide a summary of some other resilience tools and initiatives in the Commonwealth.

Watch the Video – <https://youtu.be/B6SdTCbbzXY>

Dr. Molly Mitchell Presentation – https://www.vaco.org/wp-content/uploads/2022/11/SeaLevelRiseFlooding_VACo.pdf

Elizabeth Andrews Presentation – <https://www.vaco.org/wp-content/uploads/2022/11/VACoNewApproachesBuildingResilienceCounties.pdf>

Inflation Reduction Act: Clean Energy Investment Tax Credits

Until Dec 31, 2024	Highlights	Deadlines to Consider	Additional Details
Extension of Energy Investment Tax Credit (Section 48)	Extends the existing energy investment tax credit for applicable energy projects. This tech-specific ITC ends in 2024 for most technologies and is replaced by the new tech-neutral Clean Electricity ITC (48D), which begins in 2025.	Extends date of construction in most cases to 2024 and maintains a 10% or 30% credit.	<ul style="list-style-type: none"> Maintains 30% credit for solar energy property, geothermal property, fiber-optic solar property, fuel cell property, microturbine property, small wind property, offshore wind property, combined heat and power property, and waste energy recovery property constructed before January 1, 2025. Creates 30% credit for energy storage technology biogas property, microgrid controllers, dynamic glass, and linear generators constructed before January 1, 2025. This credit can be up to 40% if in Opportunity Zones and designated rural areas. <i>More later in this presentation</i> Extends 10% credit for microturbine projects constructed before January 1, 2025. 30% credit for geothermal heat pump projects constructed before January 1, 2033. Credit reduces to 26% in 2033 and 22% in 2034.

Next slide: Inflation Reduction Act: Clean Energy Investment Tax Credits

Greg Bryant

No Notes.

18:21 / 59:23 Slide 6 of 22

Opportunities in Energy Investment under Inflation Reduction Act

A significant component of the recently passed IRA seeks to reduce greenhouse gas emissions by 40 percent below 2005 levels by 2030. It does so by making significant investments in climate and environment programs and providing tax incentives to boost the development and deployment of clean energy. These investments include multiple direct funding opportunities for counties to save money while reducing emissions.

This webinar provides VACo members with a summary and explanation of how Virginia counties can take advantage of these investments. The panel of experts walk through the basics of the IRA regarding eligible funding opportunities in regard to deployment of technology, and how federal energy tax credits have been significantly modified and increased so that counties can utilize them to reduce greenhouse gas emissions.

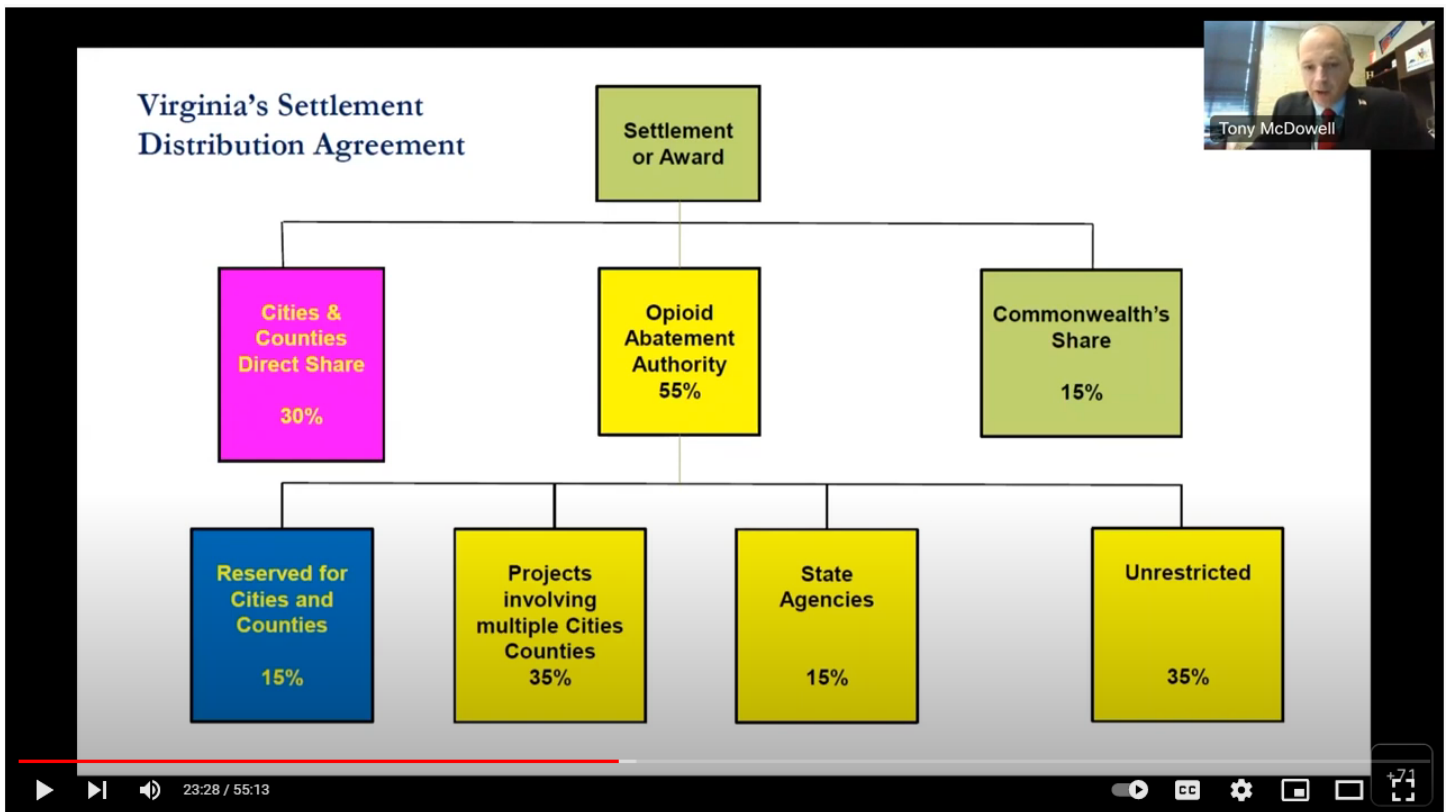
Attorney Eric Hurlocker, co-founder of GreeneHurlocker, PLC, which provides a broad range of administrative law, business and corporate law, commercial real estate law, employment law, energy law, mergers and acquisition counsel, regulatory law, and litigation legal services throughout the Mid-Atlantic.

CPA and Attorney Gregory Bryant, founder and managing partner of the BILTgroup, which provides clients expertise on understanding the nuances of federal tax and accounting law including the IRA.

Larry Cummings is a Regional Comprehensive Energy Leader for Trane and manages 5 states for them. Larry has been the Chair of VT's Sustainability Institute and President of VCU's College of Engineering Foundation, as well as being on various Boards for industry groups.

Watch the Video – <https://youtu.be/rS8socSfWC8>

Gregory Bryant (BILTgroup) and Erick Hurlocker (GreeneHurlocker, PLC) PRESENTATION – <https://www.vaco.org/wp-content/uploads/2022/11/EnergyInvestmentsIRAWebinarSlides22.pdf>



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](#)



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.

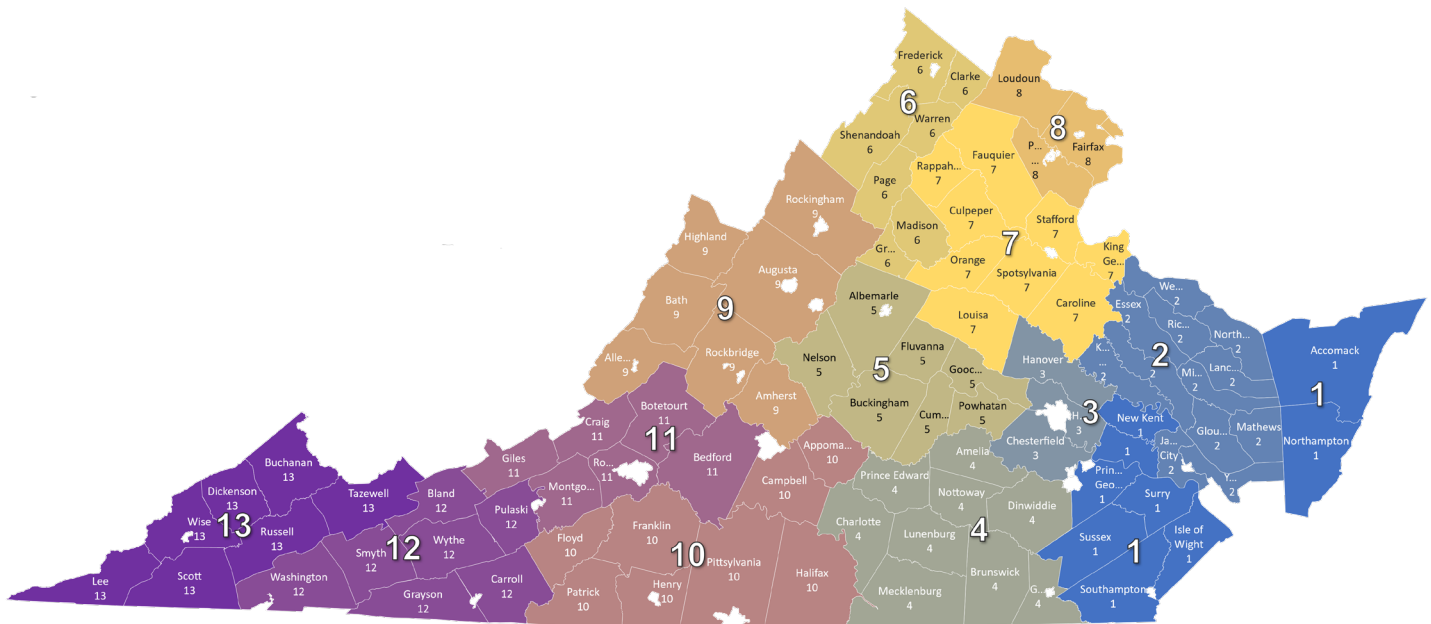
What doors can we open for you?

Watch the [Premier Partner Video](#)

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 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 passed the Bylaw amendment at its Annual meeting on November 15, 2022. The reapportioned map of regions and the Bylaw 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.



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](#)

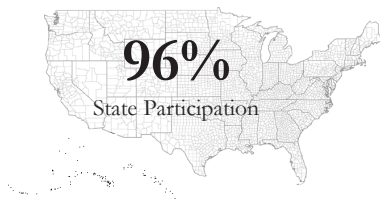


Take Your Leadership Skills to the Next Level Through the NACo High Performance Leadership Academy

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



"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 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](#)

VIRGINIA COUNTY SUPERVISORS' MANUAL

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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.

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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](#).

[PURCHASING MANAGER](#) | Powhatan County | Posted January 12

[ENVIRONMENTAL COORDINATOR](#) | Powhatan County | Posted January 12

[CHIEF DEPUTY ASSESSOR](#) | Powhatan County | Posted January 12

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[TALENT SOLUTIONS COORDINATOR](#) | Mount Rogers Regional Partnership | Posted January 10

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[DEPUTY FIRE CHIEF](#) | City of Williamsburg | Posted January 9

[INSPECTOR I OR II OR COMBINATION INSPECTOR](#) | Gloucester County | Posted January 9

[PART-TIME LIBRARY SPECIALIST - CHILDREN SERVICES](#) | Gloucester County | Posted January 9

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[LIBRARY CLERK - PART TIME](#) | Gloucester County | Posted January 9

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[ADMINISTRATIVE ASSISTANT](#) | Campbell County | Posted January 9

[ENGINEER](#) | City of Harrisonburg | Posted January 5

[DEPUTY EMERGENCY MANAGEMENT COORDINATOR](#) | Prince George County | Posted January 4

[CITY ENGINEER](#) | City of Bristol | Posted January 4

[ANIMAL CONTROL OFFICER](#) | Montgomery County | Posted January 3

[PLANNING COORDINATOR](#) | Montgomery County | Posted January 3

[RECORDS/FOIA MANAGER](#) | City of Chesapeake | Posted January 3

[ENVIRONMENTAL COORDINATOR](#) | Powhatan County | Posted January 3

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[SENIOR UTILITY MAINTENANCE TECHNICIAN](#) | Gloucester County | Posted December 29

[GYMNASTIC ASSISTANT I](#) | Gloucester County | Posted December 29

[MECHANICAL TECHNICIAN III](#) | Gloucester County | Posted December 29

[DEPUTY BUILDING OFFICIAL](#) | Shenandoah County | Posted December 29

[SUSTAINABILITY MANAGER](#) | Town of Leesburg | Posted December 28

[HUMAN RESOURCES GENERALIST](#) | Hanover County | Posted December 28

[BUILDING OFFICIAL/PROPERTY MAINTENANCE OFFICIAL](#) | Craig County | Posted December 28

[EMPLOYMENT OPPORTUNITIES](#) | Spotsylvania County | Posted December 28

[IT MANAGER](#) | Prince Edward County | Posted December 22

[MECHANIC](#) | Prince George County | Posted December 21

[ASSISTANT COMMONWEALTH'S ATTORNEY](#) | Prince George County | Posted December 21

**ADMINISTRATIVE ASSISTANT-
PLANNING & GIS SERVICES**

Montgomery County | Posted December 20

**ECONOMIC DEVELOPMENT
MANAGER**

Stafford County | Posted December 20

PURCHASING AGENT

Gloucester County | Posted December 19

REAL ESTATE ANALYST I

Gloucester County | Posted December 19

PARK AIDE – WORK AS REQUIRED

Gloucester County | Posted December 19

RECREATION AIDE

Gloucester County | Posted December 19

**LIBRARY CLERK – WORK AS
REQUIRED**

Gloucester County | Posted December 19

EXECUTIVE DIRECTOR

Williamsburg Area Transit Authority | Posted December 19

GROUNDSKEEPER

Montgomery County | Posted December 19

**PRINCIPAL PLANNER-ZONING
TEAM**

Chesterfield County | Posted December 19

CUSTODIAN (FT)

Chesterfield County | Posted December 19

CUSTODIAN (PT)

Chesterfield County | Posted December 19

SENIOR ACCOUNTANT

Amherst County | Posted December 19

**FINANCIAL REPORTING ANALYST
III**

Chesterfield County | Posted December 19

DEPUTY REGISTRAR

Rappahannock County | Posted December 19

PROCUREMENT ANALYST, SENIOR

City of Richmond | Posted December 16

**TOURISM MARKETING & SOCIAL
MEDIA SPECIALIST**

City of Harrisonburg | Posted December 14

911 EMERGENCY COMMUNICATOR

City of Harrisonburg | Posted December 14

SITE SUPERVISOR

Chesterfield County | Posted December 13

WATERWORKS OPERATOR

Prince George County | Posted December 12

UTILITY WORKER

Prince George County | Posted December 12

LIBRARY ASSOCIATE TEEN

Culpeper County | Posted December 12

**LIBRARY ASSOCIATE CHILDRENS
SERVICES**

Culpeper County | Posted December 12

EMPLOYMENT OPPORTUNITITES

Spotsylvania County | Posted December 12

**ATHLECTIC PROGRAM
COORDINATOR**

City of Harrisonburg | Posted December 12

ASSISTANT COUNTY MANAGER

Gates County NC | Posted December 12

**LIBRARY ASSISTANT BRANCH
MANAGER**

Montgomery County | Posted December 8

**COMMUNICATIONS MANAGER &
EVENTS COORDINATOR**

Town of West Point | Posted December 8

INFORMATION SECURITY OFFICER

City of Fredericksburg | Posted December 7

**BRANCH CHIEF (PUBLIC WORKS-
ENVIRONMENTAL SERVCICES
MANAGER)**

Fairfax County | Posted December 7

**EXECUTIVE ASSISTANT/DEPUTY
CLERK TO THE BOARD**

Madison County | Posted December 7

PLANNER OR SENIOR PLANNER

The Berkley Group | Posted December 6

**SENIOR CAPITAL PROJECTS FIELD
COORDINATOR**

Chesterfield County | Posted December 6

SENIOR BUILDING INSPECTOR

Prince George County | Posted December 6

POLICE OFFICER (CERTIFIED)

Prince George County | Posted December 6

**ASSISTANT COMMONWEALTH'S
ATTORNEY**

Louisa County | Posted December 6

ANIMAL CONTROL OFFICER

Amelia County | Posted December 5

BUSINESS ANALYST

Chesterfield County | Posted December 5

**COOK – JUVENILE DETENTION
HOME**

Chesterfield County | Posted December 5

SENIOR ENGINEER PT

Chesterfield County | Posted December 5

**DIRECTOR OF COMMUNITY &
ECONOMIC DEVELOPMENT**

Cumberland County | Posted December 5

BUSINESS AUDITOR PT

Culpeper County | Posted December 5

BUSINESS AUDITOR

Culpeper County | Posted December 5

**ADMINISTRATIVE SPECIALIST II –
TAX SUPPORT PT**

Culpeper County | Posted December 5

**ADMINISTRATIVE SPECIALIST II –
TAX SUPPORT**

Culpeper County | Posted December 5

CUSTODIAN SENIOR

City of Harrisonburg | Posted December 5

LIEUTENANT/SHIFT SUPERVISOR

Carroll County | Posted December 1

VALUE OF VACo



ADVOCACY

VACo's lobbying efforts have helped stem the tide of unfunded mandates and have saved Counties millions of dollars every year.



EDUCATION

Our educational programs offer County leaders and staff opportunities to become more effective in their communities.



MEMBERSHIP ENGAGEMENT

Some of VACo's best moments are when members convene and work to improve communities all over the Commonwealth.



BUSINESS DEVELOPMENT

Our business development opportunities offer savings and innovative approaches to delivering services at the County level.

VACo LEADERSHIP



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VACo exists to support county officials and to effectively represent, promote and protect the interests of counties to better serve the people of Virginia.

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