

Local Leaders Unite at Local Government Day



More than 400 local elected officials and staff from all over the Commonwealth convened in Richmond on January 19 to advocate on behalf of their communities. Attendees received legislation news and information from VEDP President and CEO Jason El Koubi, Virginia Opioid Abatement Authority Executive Director Tony McDowell, and VACo Economist Jim Regimbal. VACo and VML legislative teams also provided details on the state budget and other pressing issues. Local leaders then journeyed to the Capitol and met with their delegates and senators.

VACo President Jason Bellows urged those in attendance to make their presence known by sharing local government policy priorities with state legislators.

PICTURED: Three Presidents - **Jason Bellows**, VACo President; **Lou Ann Wallace**, VAPDC President; **Chuckie Reid**, VML President-Elect.

Thank you to all who participated in the Chairpersons' Institute. You made it a success. Congratulations to our graduates!



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.

VACo Contact: [Dean Lynch](#)

JANUARY 2023

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

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

January 17, 2023: [Grocery Tax Legislation Returns](#)

January 19, 2023: [2023 Local Government Day Bulletin](#)

January 24, 2023: [Please Support VACo Priority Budget Amendment](#)

January 26, 2023: **CAPITOL CONTACT ALERT** – [Call Now to Support Funding for School Construction](#)

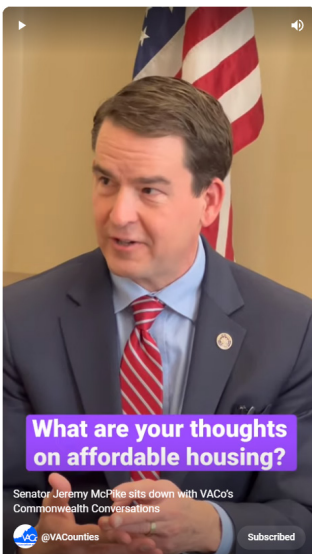
January 26, 2023: [Update on Finance Legislation, Including Grocery Tax Bills](#)



Commonwealth Conversations

Season 1 | Episode 1

VACo Executive Director Dean Lynch and Senator Jeremy McPike talk about K-12 education funding, affordable housing, and navigating through a short session on the first episode of [Commonwealth Conversations](#).



Check out the short video of the interview.

Photo from
visitculpeperva.com



Visit Culpeper County and the Culpeper County Historic Courthouse

Location: 135 West Cameron Street / West Street

Built: 1872 – 1873

Style: Classical Revival

Architect: Samuel Proctor

Contractor: Samuel Proctor

Description: The building faces south and is a two story red colored brick structure. The rectangular shaped building is located on landscaped grounds in the center of Culpeper. The south front has steps rising to a second story portico supported by four white colored columns rising to a pediment at the roof line. Behind the pediment is a high square brick clock tower with octagonal cupola and steep green colored roof at the top. The second story windows are arched. On the north side is a modern rectangular three story red brick structure constructed in 1973 to 1974 which houses the courts. The roof line is flat. The building houses the County Circuit Court, County General District Court and County Juvenile and Domestic Relations Court of the 16th Judicial District. The main entrance is on West Cameron Street. The County Sheriff's Office is housed in an old red colored brick building on the east side.

SOURCE: [American Courthouses](http://AmericanCourthouses.com) | 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 - APRIL 14 | RICHMOND/HENRICO COUNTY

CLOSING SESSION - JUNE 16 | 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).



THE YEARLONG SUPERVISORS' CERTIFICATION PROGRAM KICKS OFF WITH THE BUDGET MODULE



The discussions flowed during the first class of the new Supervisors' Certification Program at Libbie Mill Library in Henrico County. Budget module instructor Suzette Denslow led the conversations that ranged from the practical to the conceptual to real life stories from those in the room.

The budget module is the first of three program modules - each one spans several weeks with students graduating at the VACo Annual Conference.



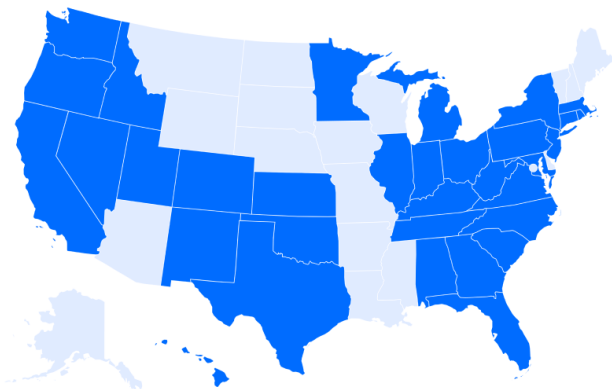
Put the child first



Since 2017, Binti has been on a mission to ensure every child has a fair chance at life.

Developed through thousands of hours of research with social workers, families, and youth, our mobile-friendly tools are used by more than 12,000 social workers across 33 states, supporting over 140,00 youth in child welfare.

Binti has facilitated more than 60,000 foster family licensures while saving 20-40% of time spent on administrative work, increasing the availability of safe, loving homes and enabling more focus on serving youth and families.



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Recruit

Engage and inform prospective families and volunteers



Approvals

Empower families and social workers to complete applications and relicensing online



Placements

Ensure the first placement is the best placement, and keep children near their communities



Case Management

Enable continuity of care and easily track progress towards goals



Family Finding

Improve child outcomes by locating their kin and keeping them connected to their support system

For more information, reach out to info@binti.com
Hablamos español

Scan here to schedule a demo





SCHOOL ZONE SAFETY

PHOTO SPEED ENFORCEMENT

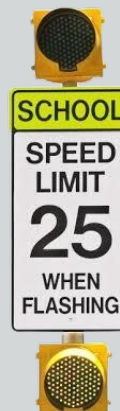


LAW ENFORCEMENT BENEFITS

- * 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.



TRUEBLUETM
SPEED ENFORCEMENT | SCHOOL ZONE

John Zannino appointed Director of Division of Recreation & Parks



T. John Zannino has been appointed director of the Henrico County Division of Recreation & Parks, effective January 28.

He has served as an assistant director of the division since its leadership was restructured last spring. He joined Recreation & Parks in 2007 as a recreation coordinator and later served as an assistant director of the Recreation Services Division. During his tenure, Zannino has operated the Henrico Theatre, enhanced the Red, White & Lights community celebration of Independence Day and strengthened community engagement through the use of social media and the creation of the division's app.

Recreation & Parks manages 4,500 acres of developed and undeveloped parkland, more than 100 recreational buildings and a variety of programs and special events that promote a high quality of life in Henrico. The division's programs, services and other offerings cater to all ages and encourage participation and interest in sports, recreation, therapeutics, nature, historic preservation and cultural arts.

Recreation & Parks has an approved staff of about 185, excluding seasonal and hourly employees, as well as a budget of \$23.3 million for fiscal year 2022-23.

Zannino earned a bachelor's degree in sports management from James Madison University.

Please Support VACo Priority Budget Amendments



Based on discussions with members in the course of developing VACo's legislative program, VACo worked with legislators and partner organizations again this session to introduce a package of budget amendments that support local government priorities. Budget proposals are being considered by the House Appropriations and Senate Finance and Appropriations Committees, and both Committees are scheduled to report their respective budgets on Sunday, February 5.

VACo is grateful to the patrons of these budget amendments for their efforts to ensure that county priorities are under consideration as the budget process moves forward. A list of VACo's requested amendments, many of which are joint efforts with the Virginia Municipal League, Virginia First Cities, and other partner organizations, is provided below.

VACo thanks members for their advocacy for these requests. Your efforts are appreciated! If you have not already done so, please thank the patrons of these amendments and encourage your legislators to support these proposals, particularly if your General Assembly members serve on the House Appropriations Committee or the Senate Finance and Appropriations Committee.

[More on Next Page](#)

Elimination of cap on recognition of K-12 support positions

[Item 137 #8h \(Davis\)](#), [Item 137 #31h \(Bourne\)](#), [Item 137 #34h \(Avoli\)](#), and [Item 137 #5s \(McClellan\)](#) provide additional funding for K-12 support positions. Since 2009, the state has arbitrarily capped its support for these positions at a ratio that does not reflect local prevailing practice. Though significant progress has recently been made in restoring funding to pre-2009 levels, approximately \$270 million is still needed to make localities whole. These amendments provide additional funding or fully eliminate the cap.

KEY POINTS

- Support positions are currently arbitrarily capped at a ratio that does not reflect the need for these positions or the local prevailing practice.
- Support staff (such as school psychologists, school social workers, and licensed health and behavioral positions, cafeteria workers, IT professionals, administrative personnel, custodial staff, etc.) have decreased since 2009, even as the number of students has risen statewide. This means less support for more students.
- Many of these positions are geared to support mental health and student wellness and allow for students to have the support needed to achieve successful educational outcomes. The number of economically disadvantaged students, English Learners, and students with certain disabilities has increased disproportionately to general student population, and so have their needs.
- Furthermore, adjusted for inflation, state direct aid for public schools has fallen by 3.4 percent since 2009. Local governments have taken on this share of the funding burden, investing more than \$4.2 billion beyond what they are required to do so to support K-12 education, yet many localities struggle to raise sufficient revenue to meet the growing needs of students and communities.

Instructional aides

[Item 137 #27h \(McQuinn\)](#)/[Item 137 #30h \(Maldonado\)](#)/[Item 137 #10s \(Norment\)](#)/[Item 137 #11s \(McClellan\)](#) provide \$38.6 million GF in FY 2024 for the state's share of funding for instructional aides. Currently, instructional aides are only funded for kindergarten and special education. These amendments are intended to provide additional state support for positions that are currently funded only with local dollars.

KEY POINTS

- These amendments reflect increased state basic aid for school divisions employing instructional aides to reflect local prevailing practice.
- The SOQs fund only a portion of the actual prevailing costs of K-12 education in Virginia.
- These amendments are meant to provide additional state support for school divisions for positions that they are currently funding on their own without state support.
- Teacher Aides are vital positions that work with a teacher in the classroom to provide extra help and attention to students. They help enforce classroom rules and help supervise children during free time like recess and lunch. They may work with students one-on-one or in groups to help reinforce lessons the teacher discussed. Teacher aides often help teachers track assignments and attendance, prepare lesson materials and equipment and more. Some teacher aides may work in specific areas of a school, such as a computer lab.

Flexibility in teacher compensation increase and bonus payments

[Item 137 #2h \(Watts\)](#)/[Item 137 #9s \(Ebbin\)](#)/[Item 137 #26s \(Marsden\)](#) remove the requirement for

school divisions to provide at least an average 2.5 percent salary increase in each year of the biennium in order to access the state share of the 5 percent compensation supplement that is proposed for each year of the biennium, and clarify that the proposed retention bonus for instructional and support staff would be provided at local option.

KEY POINTS

- Local governments recognize the difficult work done by teachers and school staff and make considerable local contributions toward compensation, in addition to funding additional positions in excess of what is recognized by the Standards of Quality.
- By virtue of this large number of locally-funded positions, localities fund an estimated 56 percent of salary increases so as to provide the local match for the SOQ-recognized positions as well as the local funding required to provide equivalent salary increases for locally-funded positions in order to treat the school workforce equitably.
- This amendment would provide flexibility in implementing the compensation actions in the introduced budget in recognition of the significant number of positions that would not be covered by the state funding for the salary increase and retention bonus.

School capital (language)

[Item 137 #32h \(Morefield\)](#)/[Item 137 #7s \(McClellan\)](#) provide additional guidance on the eligibility of School Construction Assistance Program applicants by allowing a multi-year review of local composite index and fiscal stress, and allowing projects where construction began on July 1, 2022, to be eligible, as well as allowing the principal portion of future debt service payments on projects not yet begun as an eligible expense. These were recommendations from the Board of Education and the Commission on School Construction and Modernization. [Item 137 #33h \(Durant\)](#)/[Item 137 #15s \(Reeves\)](#) allows the most favorable year among three years of fiscal stress index data to be used to determine the School Construction Grant award amounts.

School capital funding

[Item 137 #6s \(McClellan\)](#) provides \$2.5 billion GF in FY 2024 to increase funding of School Construction Grants Program by \$500 million GF in FY 2024 and increase funding of the School Construction Assistance Program by \$2 billion GF in FY 2024. These programs, created in 2022, represent the first time since the Great Recession that the State has made significant investments in helping local governments with school capital costs. These amendments provide additional funding. This is a recommendation of the Commission on School Construction and Modernization.

KEY POINTS

- According to the Commission on School Construction and Modernization, more than half of K-12 school buildings in Virginia are more than 50 years old. The amount of funding needed to replace these buildings is estimated at \$25 billion.
- The condition of the facilities in which children are educated has a direct impact on their ability to learn. Issues like inadequate climate control, lack of modern electric circuitry and internet capacity, and leaking roofs can negatively affect student assessment performance and staff morale.
- Many localities face significant challenges in raising sufficient funds to undertake these projects.
- This funding represents a significant investment to help address this issue. The language amendments provide important flexibility in the use of previously-appropriated funds.

Jail per diems

[Item 73 #1h \(Krizek\)](#)/[Item 73 #1s \(Reeves\)](#) would restore the local-responsible per diem rate from \$4 to its pre-FY 2011 level of \$8.

KEY POINTS

- The local-responsible per diem rate was cut in half in FY 2011, from \$8 to \$4. “Local-responsible” inmates are individuals who are incarcerated in a local correctional facility while awaiting trial, individuals convicted of misdemeanor offenses, or individuals convicted of felony offenses with a sentence of one year or less.
- The 2022 General Assembly increased the state-responsible per diem rate from \$12 to \$15. This funding increase is much appreciated and is a critical step in the right direction toward increasing state support for jails. Revisiting the local-responsible rate will provide important assistance to local and regional jails, as there are more local-responsible offenders in local and regional jails and the population of state-responsible inmates in local and regional jails declined significantly over the last year.
- Virginia localities make a substantial contribution to the housing and care of inmates in local and regional jails. According to the Compensation Board, in FY 2021, localities contributed \$601.4 million in operating and capital costs for jails and jail farms and an additional \$16.4 million to house inmates in other jurisdictions; the state contributed \$361.3 million through the Compensation Board.

Deputy sheriffs’ staffing

[Item 72 #6h \(LaRock\)](#)/[Item 72 #7h \(Wyatt\)](#)/[Item 72 #2s \(Boysko\)](#) would provide \$13.4 million GF in FY 2024 for 302 additional law-enforcement deputy positions in FY 2024.

KEY POINTS

- State Code requires the Compensation Board to fund one law-enforcement deputy for each 1,500 people in a jurisdiction in which the sheriff bears primary law enforcement responsibilities. This staffing ratio has not been fully funded since FY 2008, leaving localities to fund positions necessary to support the operations of sheriffs’ offices. The Compensation Board calculates that 302 deputy positions are required to meet the 1:1,500 statutory ratio.
- Local law enforcement agencies have been stressed with recruitment and retention challenges. Localities make significant local contributions toward public safety, including providing salary supplements and locally-funded positions in Sheriffs’ offices, in addition to positions funded by the Compensation Board, but the continued partnership of the state in support of this critical function of government is essential.

Aid to localities with police departments (“HB 599”)

[Item 410 #1h \(McQuinn\)](#)/[Item 410 #2h \(Brewer\)](#)/[Item 410 #3h \(Hayes\)](#)/[Item 410 #2s \(Edwards\)](#) provide \$20.8 million in FY 2024 in aid to localities with police departments to align funding for this program with the percentage change in total general fund revenue collections, in accordance with statutory requirements.

KEY POINTS

- The Operation Bold Blue Line proposal in the introduced budget will provide important recruitment and retention resources for state and local law enforcement in the near term; HB 599

funding is a complementary program providing ongoing state support for local police departments.

- Localities that receive HB 599 funding contribute significant local funds to their local police departments. In FY 2023, localities that receive HB 599 funds have been allocated \$210.8 million from this funding source and reported budgeting \$2.4 billion in local funds for this purpose.

Reimbursement to localities for 2024 Presidential primary expenses

[Item 485 #1h \(Sickles\)](#)/[Item 485 #1s \(Deeds\)](#) provide an additional \$1.4 million to increase the reimbursement amount included in the introduced budget for the 2024 Presidential primary.

KEY POINTS

- Virginia Code requires the costs of the Presidential primary to be paid by the Commonwealth.
- The introduced budget includes an appropriation of approximately \$5.8 million to reimburse localities for costs associated with the 2024 primary. This amount is the same as what was appropriated in 2020; localities reported costs of approximately \$5.7 million to administer that primary.
- In order to account for growth in the number of registered voters and inflation in the intervening years, as well as the increasing complexity of election administration, the budget amendments request an additional \$1.4 million for 2024 primary expenses.

Recordation tax distribution to localities

[Item 266 #1s \(Stuart\)](#) provides \$20 million from the general fund in FY 2024 to be distributed among localities, as was done prior to 2020. This funding can be directed toward transportation or public education purposes.

KEY POINT

- Prior to the 2020 General Assembly session, a portion of recordation tax revenues had been distributed to counties and cities since 1993. Funding was distributed quarterly and could be used for transportation or public education purposes. This amendment would restore this distribution.

Stormwater Local Assistance Fund (SLAF)

[Item C-80 #1h \(Bulova\)](#)/[Item C-80 #1s \(Hanger\)](#) increase SLAF funding by \$9.9 million. [Item 378 #2h \(Lopez\)](#) would increase funding by \$55 million in FY 2023 and \$80 million in FY 2024. SLAF is a grant-based funding program for localities managed by the Department of Environmental Quality. Grants can be used by localities to make stormwater improvements, including capital improvements that reduce pollutants and improve water quality and implement stormwater best management practices.

KEY POINTS

- Stormwater improvements are capital-intensive and essential for improving water quality across the commonwealth.
- SLAF provides matching grants to localities for planning, design, and implementation of stormwater best management practices that are cost effective and improve water quality.
- SLAF grants are essential for helping localities fund capital stormwater projects by implementing best management practices. Funding can be used for capital improvement projects such as stream restoration, wetland restoration and pond restoration projects.

Helpful budget amendments introduced

In addition to the amendments requested by VACo and its partner organizations, hundreds of other proposals are under consideration. Following is a preliminary list of additional budget amendments that address priority issues for local governments. VACo encourages support for these proposals.

Constitutional officer staffing

- [Item 75 #1h \(Bulova\)](#) provides \$1.7 million in FY 2024 to fully fund the remaining unfunded positions in local offices of the Commissioners of the Revenue.
- [Item 77 #1h \(Morefield\)](#) provides \$680,030 in FY 2024 to fully fund the remaining unfunded positions in Circuit Court Clerks' offices. [Item 77 #3s \(Norment\)](#) provides \$637,920 in FY 2023 and \$695,912 in FY 2024 for unfunded Circuit Court Clerk positions.
- Item 78 #1h (Williams) provides \$505,459 in FY 2024 to address unfunded and underfunded positions in Treasurers' offices; [Item 78 #2h \(Kilgore\)](#) and [Item 78 #1s \(Lucas\)](#) provides \$3 million in FY 2024 for unfunded deputy Treasurer positions.

Elections

- [Item 90 #1s \(Ebbin\)](#) provides \$1 million in FY 2024 for the Department of Elections to support local registrars in processing same day voter registrations. Funding may be used for additional staff, technology and compensation to existing employees to cover the cost of increased workload.

Agriculture and forestry

- [Item 108 #4h \(Bloxom\)](#)/[Item 108 #1s \(Ruff\)](#) provide \$72 million in FY 2024 for the Forest Sustainability Fund, which was created in 2022 to assist localities that have adopted a use value assessment and taxation program for real estate devoted to forest use by replacing a portion of the revenue forgone as a result of the use value program.

K-12 education

- [Item 137 #20s \(Marsden\)](#) provides \$18.9 million in FY 2024 to increase the Cost of Competing Adjustment (COCA) for support position funding for divisions in Planning District Eight and other adjacent divisions specified in the Appropriations Act. For Planning District Eight, this increases the adjustment from 18.0 percent to its historic rate of 24.61. For other adjacent divisions, this increases the adjustment from 4.5 percent to 6.15 percent.)
- [Item 137 #3s \(Hanger\)](#) allows school divisions to use School Construction Grant Funds for regional programs and joint regional schools and allows school divisions to apply jointly for School Construction Assistance grants for construction of regional programs and joint regional centers.

Aid to local libraries

- [Item 240 #1h \(Carr\)](#)/[Item 240 #2h \(Morefield\)](#)/[Item 240 #1s \(Locke\)](#)/[Item 240 #2s \(Norment\)](#) provide \$2.5 million GF in FY 2024 as the second installment of a four-year plan to fully fund the state library aid formula by FY 2026.

Finance – State assistance with mandated property tax exemptions

- [Item 266 #3s \(McPike\)](#) provides \$34.5 million in FY 2024 to provide half of the tax revenue forgone by localities as a result of the property tax exemptions for disabled veterans and

surviving spouses of members of the armed forces killed in action.

- [Item 266 #5s \(Stuart\)](#) provides \$12.6 million in FY 2024 to fund legislation that would require the state to subsidize the state-mandated local real estate tax relief for disabled veterans and surviving spouses of members of the armed forces killed in action when more than one percent of a locality's real estate tax base is lost due to such programs.

Health and human services

- [Item 313 #7h \(Sickles\)](#)/[Item 313 #5s \(Boysko\)](#) provides \$8.7 million in FY 2024 to address inflation costs for same day access, primary care screening, and outpatient services at community services boards (CSBs), which are the first three steps of STEP-VA.
- [Item 313 #9h \(Fariss\)](#) provides \$162.6 million in FY 2024 for recruitment and retention bonuses of \$4000 for direct care staff at CSBs. [Item 313 #10h \(Fariss\)](#)/[Item 313 #2s \(Deeds\)](#) are similar but do not specify the bonus amounts.
- [Item 408 #6h \(Coyner\)](#) provides \$5 million in FY 2024 for the Virginia Opioid User Reduction and Jail-Based Substance Use Disorder Treatment and Transition Fund, which would be created via legislation under consideration this session. The Fund would support the planning and implementation of locally administered jail-based addiction recovery and substance use disorder treatment and transition programs in local and regional jails. [Item 408 #2s \(Favola\)](#) would provide \$2 million in FY 2023 and \$5 million in FY 2024 for the Fund.
- [Item 345 #1h \(Coyner\)](#)/[Item 345 #1s \(Favola\)](#)/[Item 345 #3s \(Mason\)](#) would provide \$180,000 GF and \$60,000 in federal funds to expand Virginia's Title IV-E Child Welfare Stipend Program. Under this program, students receive a stipend in exchange for working at a local department of social services for one year for each year of stipend funding.

Public safety

- [Item 404 #1h \(Wachsmann\)](#) removes language that exempts the Department of Corrections from making payments for service charges levied in lieu of taxes and provides \$2 million in FY 2024 as a preliminary estimate of the service charges the Department would be required to pay localities should the exemption from payment in lieu of taxes be eliminated.

VACo Contact: [Katie Boyle](#)

information sessions about
The Opioid Abatement Authority
for local governments

February 1, Wednesday, 10 am–noon

Webinar on the OAA Grant Process

for individual cities & counties and cooperative projects

This will cover the same grants framework information as the January 19th workshop hosted by VACo/VML/VAPDC

March 8, Wednesday, 2–3 pm

OAA Grant Process Q & A

April 19, Wednesday, 11 am–noon

OAA Grant Process Q & A

To register for these programs, go to URL below

presented in partnership with
Virginia Institute of Government



Weldon Cooper Center
for Public Service
Virginia Institute of Government

The Opioid Abatement Authority (OAA) is holding the following **FREE** information sessions.

February 1, Wednesday, 10:30 am–noon

This webinar will cover the OAA Grant Process for individual cities & counties and cooperative projects involving multiple cities & counties. The information will be the same grants framework provided during January 19 workshop hosted by VACo/ VML/VAPDC.

March 8, Wednesday, 2–3 pm | This time is available for Q&A.

April 19, Wednesday, 11 am–noon | This time is available for Q&A.

Please register at https://qfreeaccountssjc1.az1.qualtrics.com/jfe/form/SV_0lDq39ZAyOsmtqC

A meeting link will be sent to the provided email address closer to the session date. If you have any questions, please email Jennifer Nelson at jenn@virginia.edu.

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](#)

USDA Announces Grants for Urban Agriculture and Innovative Production



WASHINGTON, Jan. 26, 2023 – The U.S. Department of Agriculture (USDA) is making available up to \$7.5 million for grants through its Office of Urban Agriculture and Innovative Production (OUIAP). The competitive grants will support the development of urban agriculture and innovative production projects through two categories, Planning Projects and Implementation Projects. USDA will accept applications on Grants.gov until 11:59 p.m. Eastern Time on March 27, 2023.

[READ THE PRESS RELEASE](#)



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

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

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.

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Labor And Industry



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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



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.

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.



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](#)



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.bgllic.net.

What doors can we open for you?

Watch the [Premier Partner Video](#)



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](#).

[**LOCAL ECONOMIC DEVELOPMENT MANAGER**](#) | Mount Rogers Regional Partnership | Posted January 25

[**PLANNER OR SENIOR PLANNER**](#) | The Berkley Group | Posted January 25

[**COMMUNITY ENGAGEMENT COORDINATOR**](#) | King George County | Posted January 25

[**EMERGENCY COMMUNICATION SYSTEMS & TECHNOLOGY MANAGER**](#) | Hanover County | Posted January 25

[**BUSINESS & OPERATIONS MANAGER**](#) | Hanover County | Posted January 25

[**PLANNER**](#) | Hanover County | Posted January 25

[**CSB JOB OPPORTUNITIES**](#) | Hanover County | Hanover County | Posted January 25

[**PSA DEPUTY DIRECTOR-WATER/WASTEWATER**](#) | Pulaski County | Posted January 25

[**PRINCIPAL ENGINEER**](#) | Chesterfield County | Posted January 24

[**UTILIZATION REVIEW CONTINUOUS QUALITY IMPROVEMENT SPECIALIST**](#) | Frederick County | Posted January 24

[**ENVIRONMENTAL SAFETY TECHNICIAN**](#) | Frederick County | Posted January 24

[**ASSISTANT CITY ATTORNEY IV**](#) | City of Chesapeake | Posted January 24

[**EMPLOYMENT OPPORTUNITIES**](#) | Spotsylvania County | Posted January 23

[**COOK-JUVENILE DETENTION CENTER PT**](#) | Chesterfield County | Posted January 23

[**SENIOR PLANNER-ZONING TEAM**](#) | Chesterfield County | Posted January 23

[**PARKS & RECREATION DIRECTOR**](#) | Town of Chapel Hill, NC | Posted January 20

[**COUNTY ADMINISTRATOR**](#) | Greene County | Posted January 20

[**HUMAN RESOURCES CLASSIFICATION & COMPENSATION MANAGER**](#) | Hanover County | Posted January 20

[**DIRECTOR OF PUBLIC WORKS**](#) | Town of Woodstock | Posted January 20

[**SENIOR SQL SERVICE DATABASE ADMINISTRATOR**](#) | Chesterfield County | Posted January 20

[**MANAGEMENT ANALYST I/II**](#) | Fluvanna County | Posted January 20

[**EMS SUPERVISOR**](#) | Fluvanna County | Posted January 20

[**COUNTY ATTORNEY**](#) | Fluvanna County | Posted January 20

[**ADMINISTRATIVE MANAGER**](#) | Chesterfield County | Posted January 20

[**TAX COMPLIANCE MANAGER**](#) | Chesterfield County | Posted January 20

[**EMERGENCY VEHICLE TECHNICIAN**](#) | Chesterfield County | Posted January 20

[**CASHIER GROUNDS KEEPER**](#) | Chesterfield County | Posted January 20

[**COMBINATION BUILDING INSPECTOR**](#) | Culpeper County | Posted January 18

[**DEPUTY CLERK I**](#) | Culpeper County | Posted January 18

[**DRUG COURT COORDINATOR**](#) | Prince George County | Posted January 18

[**CONSERVATIONS PLANNER/GIS COORDINATOR**](#) | Clarke County | Posted January 18

[**LAND CONSERVATIONS SPECIALIST**](#) | Stafford County | Posted January 18

[**ACCOUNTANT IV**](#) | Albemarle County | Posted January 18

[**HUMAN RESOURCES GENERALIST**](#) | Albemarle County | Posted January 18

[**EMPLOYMENT OPPORTUNITIES**](#) | Spotsylvania County | Posted January 18

[**SENIOR CAPITAL PROJECTS FIELD COORDINATOR**](#) | Chesterfield County | Posted January 18

[**CAPITAL PROJECTS FIELD COORDINATOR**](#) | Chesterfield County | Posted January 18

[**FINANCIAL SYSTEMS MANAGER**](#) | Chesterfield County | Posted January 18

[**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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[**COMMUNITY SERVICE BOARD EMPLOYMENT OPPORTUNITIES**](#) | Hanover County | Posted January 12

[HUMAN RESOURCES CLASSIFICATIONS & COMPENSATION MANAGER](#) | Hanover County | Posted January 12

[OFFICE MANAGER](#) | Hanover County | Posted January 12

[REAL ESTATE APPRAISER](#) | Hanover County | Posted January 12

[UTILITY OPERATOR-DOSWELL WATER TREATMENT PLANT](#) | Hanover County | Posted January 12

[DEPUTY DEPARTMENT DIRECTOR, SENIOR, PROCUREMENT SERVICES](#) | City of Richmond | Posted January 12

[STORMWATER PROGRAM & PROGRAM MANAGER](#) | Augusta County | Posted January 11

[COUNTY ENGINEER](#) | Augusta County | Posted January 11

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

[PLANNER II](#) | Loudoun County | Posted January 10

[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

[UTILITIES PROJECT MANAGER](#) | Town of Leesburg | Posted January 9

[JOB OPPORTUNITIES](#) | Spotsylvania County | Posted January 9

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

[MAINTENANCE WORKER](#) | Chesterfield County | Posted January 9

[LIBRARY DIRECTOR](#) | Culpeper County | Posted January 9

[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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[ENGINEERING SUPERVISOR](#) | Chesterfield County | Posted January 3

[EMPLOYMENT OPPORTUNITIES](#) | Spotsylvania County | Posted January 3

[DEPUTY SHERIFF \(CERTIFIED\)](#) | Amelia County | Posted January 3

[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

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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.

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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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