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School Construction Standards Workgroup Holds Inaugural Meeting



On October 4, the Virginia Department of Education (VDOE) convened a stakeholder workgroup tasked with evaluating standards for the maintenance and operations, renovations, and new construction of public and elementary school buildings. As previously [reported](#), this effort stems from legislation from the 2023 General Assembly session. [SB 1124](#), which was a recommendation of the Commission on School Construction and Modernization, requires the Virginia Board of Education (VBOE) to make recommendations to the General Assembly for amendments to the Standards of Quality (SOQ). These recommendations shall include standards for the percentage of the current replacement value of a public-school building that a school board should budget for the maintenance and operations of the building and such other standards as the Board deems appropriate. The recommendations must be submitted to the chairmen of the House Committee on Education and the Senate Committee on Education and Health no later than July 1, 2024.

Topics of future meetings for the workgroup will include discussion of standards for building planning and design, standards for construction and renovation, and standards for post-construction operations and maintenance. VACo staff, which are a member of the workgroup, noted that any new mandatory standards should be accompanied by additional state funding support, as is the case with any of the current SOQs. Otherwise, such standards should be considered as best practices or recommendations. The workgroup is tasked with making preliminary recommendations to VBOE and will likely meet monthly between now and March 2024.

VACo supports additional state resources and additional statewide funding options for localities for capital and school construction costs, including expanding dedicated local sales and use tax authority first given to select counties by the General Assembly in 2019 as well as continuing to fund the School Construction Grant Program and School Construction Assistance Program.

If you or your county has thoughts or comments on the labor of the workgroup and the subjects under discussion, please do not hesitate to contact Jeremy R. Bennett at jbennett@vaco.org.

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

VACo Welcomes Sue Klaczynski



RICHMOND (October 6, 2023)—The Virginia Association of Counties (VACo) is pleased to announce the addition of Sue Klaczynski as Finance Manager. Klaczynski joined VACo on October 2.

“I’m excited to be a part of VACo, an organization that advocates for Virginia’s counties,” Klaczynski said. “I’m very much community-minded so I can’t wait to meet our county elected officials and staff and learn more about them.”

Klaczynski, who earned her MBA from Rutgers Business School, will work on the business and financial side of VACo. She was previously the Finance Manager for The Aspen Institute and held other finance and administrative positions with private and nonprofit firms.

“We have a talented and experienced team at VACo, and I feel Sue will fit right in,” VACo Executive Director Dean Lynch said. “Sue has a wealth of experience, and we’re excited about her leadership in helping VACo advance and futurize our business and accounting efforts. We’re excited to welcome Sue to the team.”

Klaczynski is married with three grown children. In her spare time, she enjoys gardening, painting, and dining with friends and family.

“I’ve lived in beautiful Virginia for close to twenty years and have loved every minute of it,” Klaczynski said. “I’m eager to join the VACo team, which will give me the opportunity to learn more about Virginia’s counties and to contribute back to the community.”

PHOTO CREDIT: [Hanover County Historical Society](#)

Visit Hanover County and the Hanover County Historic Courthouse

The Historic Hanover Courthouse is the third-longest continuous-use courthouse in the United States, after only the King William County Courthouse (1725) in neighboring King William County, and the Old Salem County Courthouse (1735) in New Jersey.

Hanover County, Virginia was founded on November 20, 1720. The county's first courthouse was located on the plantation of Robert Jennings, Jr., where it operated from around 1720 to 1738. Though this was close to the current courthouse, it's exact location has been lost to history.

Though the stone above the Historic Hanover Courthouse's center arcade clearly states that it was Built in 1735, this is today thought to be when the courthouse was first proposed. It was built from about 1738 to 1742, likely by James Skelton. Skelton was Hanover County's Sheriff in 1739, and went on to work as a contractor on the State Capitol in Williamsburg in 1749.

The property on which the courthouse was built was owned by William Meriwether, Justice of the Peace of Hanover County. Meriwether set aside several hundred acres to serve as courthouse property, though the land and the courthouse itself remained private property until 1752, when it was sold to the County Justices.

[READ MORE](#)

SOURCE: [Hanover County Historical Society](#)



**Check out our 89th Annual Conference logo!
See you on November 12-14 in beautiful Bath County!**

**VACo 89th Annual Conference
November 12 – 14, 2023
The Omni Homestead | Bath County
[VACo Annual Conference Website](https://www.vaco.org/conference)**



Get to know one of VACo's Premier Partners – Aetna

VACo Premier Partner Aetna believes healthier happens together. Aetna is a leading health care company that takes a wholistic approach in partnering with public sector employees and their families to achieve their best health.

Dean Lynch, VACo Executive Director, and Marcus Duckworth, VP, Client Management of Aetna, explore key health benefits in areas important to the public sector.

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News Release

For Immediate Release

Amy Whittaker, Public Information Officer: (540) 772-2010, awhittaker@roanokecountyva.gov

Roanoke County Promotes Rachel Lower to Deputy County Attorney

September 27, 2023- Rachel Lower has been promoted to Deputy County Attorney. Rachel joined the County Attorney's Office in 2015, starting in the Department of Social Services and in 2020 moving to the main County Attorney's Office as Senior Assistant County Attorney.

Rachel is a familiar face to those who work in the Roanoke County court systems, and is involved in the legal community as the current President of the Salem Roanoke County Bar Association and a board member of the Roanoke Valley chapter of the Virginia Women Attorney's Association. Rachel is a native of nearby Craig County. She resides in Roanoke County with her husband and their two daughters.

###



Charles Harrison, III Promoted to Prince George County Director of Community Development & Code Compliance



Prince George, VA – Prince George County is pleased to announce the promotion of Charles Harrison, III to the position of Director of Community Development and Code Compliance. With an impressive track record and a wealth of experience in various roles within the county, Harrison is well-equipped to lead the department and contribute to the continued success of the community.

Harrison's journey began at Petersburg High School. He furthered his education by obtaining an Associate Degree in Computer Networking Systems from ITT Technical Institute. He later attended Benedict College, where he pursued studies in the Environmental Health Science program.

With a strong work ethic and a commitment to excellence, Harrison gained invaluable experience in the construction field, specializing in framing, for over a decade. In 2006, he joined Prince George County as a Communications Officer, where he showcased his dedication to serving the community.

Recognizing his potential, Harrison was appointed as a Permit Technician in the Community Development Department in 2013 and promoted to Senior Building Inspector in 2017. His dedication to professional growth and development is reflected in his numerous certifications obtained from the Department of Housing and Community Development (DHCD). These certifications include Combination Residential Inspector, Residential Building, Permit Technician, Residential Plumbing, Residential Electrical, Residential Mechanical, Certified Building Official, and Property Maintenance Official. He was subsequently appointed as the Interim Building Official, and, later, as the Deputy Director and Building Official in 2021.

In his new role as Director of Community Development and Code Compliance, Harrison will oversee and manage the department's daily operations, ensuring the effective implementation of policies and coordinating the release of information and services offered. As the lead spokesperson for community development activities in the county, Harrison will work closely with the Board of Supervisors, local and regional jurisdictions, community groups, contractors, consultants, and the public.

"I am honored to be entrusted with this important role," said Harrison. "I am excited to lead the Community Development Department and work collaboratively with the team to create a welcoming community and prosperous future for our residents."

Prince George County commends Charles Harrison, III on his well-deserved promotion and looks forward to the positive impact he will make as Director. His extensive knowledge, experience, and commitment to excellence will undoubtedly contribute to the continued success and prosperity of the county.

Chesterfield County Receives National Accolades For Providing Timely Local Government News in Regional ‘News Desert’



Chesterfield County is not unlike many other communities across the U.S. that have seen their local newspapers shuttered in recent years, as online advertising undercut the revenue stream that once made such print publications profitable.

With a vibrant economy and diverse, growing population that now exceeds 370,000, however, it is one of America's most unlikely "news deserts."

In January, owners of the Chesterfield Observer – which had been recognized as Virginia's best large weekly paper less than four years earlier – announced they were ceasing operations after nearly 30 years. Around the same time, another local weekly, the Village News of Chester, also published its final issue.

The loss of these newspapers continues to be felt acutely across Chesterfield, particularly since severe staffing cutbacks at the daily Richmond Times-Dispatch have left the county with no consistent print media coverage.

Not too many years ago, you would've been hard-pressed to find an empty seat in Chesterfield's designated press area for Board of Supervisors and School Board meetings. Now it's an exceedingly rare event when anyone from the media shows up to report on the important decisions made by these elected bodies.

Recent studies of this trend indicate that communities that lose their newspapers quickly become less engaged and informed about their local government. Rather than wait for that to happen, Chesterfield adopted a proactive stance: committing resources to enhance its ability to “tell its own story” and disseminate public information directly to residents in a variety of formats.

In September 2021, the county launched a new podcast, Chesterfield Behind the Mic, that features guests from within the local government and the community. The medium allows Chesterfield to engage with people wherever they are and have longer conversations about topics that are important to those who live and work in the county.

The following month, the Chesterfield On Point blog came online. Instead of relying on an increasingly absent private-sector middleman for coverage, the blog quickly became a go-to source for news and information about the county’s many programs, services and events. It also provides depth, background and historical context to residents and local media, while exploring complex, often misunderstood topics.

Both products have been well received internally and externally. The podcast is tapping into a younger demographic that prefers to consume news in that format but typically doesn’t engage with government. The blog is cited regularly as a news source by local media, fulfilling one of its primary objectives: to improve the accuracy and quality of information being disseminated in news reports about Chesterfield.



Brad Franklin (left) and Jim McConnell produce the “Chesterfield Behind The Mic” podcast and “Chesterfield On Point” blog, respectively. Both local news mediums have received national accolades since their production.

Together, they are helping to fill the void left by the loss of traditional print outlets that exclusively covered the county – and people outside Chesterfield have taken notice.

Over the summer, staff in the county’s Constituent and Media Services’ Communications and Media Division received platinum and gold recognition for the podcast and blog, respectively, at the Hermes Creative Awards, one of the oldest and largest international competitions for creative professionals.

Chesterfield Behind the Mic and Chesterfield On Point also were among the county’s 36 winners of 2023 Achievement Awards from the National Association of Counties (NACo). The awards recognize the ways that local governments are providing better, more innovative services to their residents and strengthening communities across the country.

As both products approach their second anniversaries, the deterioration of the local media environment seems to have only accelerated. Chesterfield’s podcast and blog will continue to play vital roles in countering social media-driven misinformation and providing avenues for residents and business owners to become better-informed about the local government that serves them on a daily basis.

VACo's Jeremy Bennett returns to Colgate University to speak about local government careers



Jeremy Bennett recently spoke as part of an alumni panel about the breadth of opportunities and roles available in common good and law-related careers. Jeremy graduated from Colgate University in 2009, and is currently VACo's Director of Intergovernmental Affairs.

Jeremy's panel discussion was one of many during Colgate University's 2023 Career Exploration Week.

Great job Jeremy and thank you for your support of future local government leaders.

(The photo above is not of Jeremy's panel. It's a photo of Exploration Week released by Colgate University on its social media.)

Commission on Early Childhood Care and Education Meets to Discuss Priorities and Looming Fiscal Cliff

On September 28, the Commission on Early Childhood Care and Education ([ECCE](#)) met to develop a shared understanding of the relationship between Virginia's priorities and must-haves, systems costs, and anticipated return on investment. This included a review of priorities/must-haves that have emerged in July and August meetings, return from Virginia's investment in ECCE, and potential service gaps and anticipated costs to sustain Virginia's best in class system in the coming years. VACo sent a [letter](#) to the Commission highlighting the association's priorities and supporting the work of the Commission.

Of note, funding for the Child Care Subsidy Program (CCSP) and Mixed Delivery will decline by several hundred million dollars in FY 2025 unless action is taken to bolster these programs as federal [funding](#) for these programs expires. This is likely to half the number of children served by these programs by approximately 35,000 and create job disruption for the parents of said children. This fiscal cliff is demonstrated [here](#). Virginia invested \$309 million more towards ECCE in SFY 2023 compared to SFY 2019, which resulted in 11,151 more children under age 5 receiving affordable, high-quality ECCE through CCSP and Mixed Delivery. This is estimated to have generated a return of at least \$364.3 million in increased family earnings and disposable income, of which, at least \$30.4 million will go directly back to the state as tax revenue.

As previously [reported](#), this Commission is comprised of Virginia legislators and representatives of business, economic development, local government, school divisions, parents and early care and education programs. The Commission is charged with providing recommendations for and tracking progress on the financing of Virginia's comprehensive birth-to-five early childhood care and education system. The inaugural meeting was comprised of introductions and an overview of Virginia's ECCE ecosystem as well as discussion on priority issues.

The Commission was established by [legislation](#) supported by VACo from the 2023 General Assembly session. Given the role of county government in supporting many early childhood programs and initiatives, VACo successfully advocated for a permanent local government representative seat on the Commission as ECCE has enormous impact to the health and well-being of counties. This seat is currently held by Belinda Astrop, Chair of the Greensville County Board of Supervisors.

VACo supports efforts to increase at-risk children's access to high-quality, enriching learning environments, including more resources and flexibility for localities participating in programs like the Virginia Preschool Initiative and Head Start, as well as additional federal and state funding for programs such as Child Care and Development Block Grant (CCDBG) to support increased demand for childcare services. VACo also supports local flexibility to administer or expand support services for childcare.

The Commission next meets at a date to be determined, but most likely in December. VACo will continue to engage and report on this issue. Information and presentations from the September 28 meeting can be found [here](#).

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

Decisions Ahead for Virginia's Temporary Assistance to Needy Families (TANF) Program



According to a [recent report by the Department of Social Services](#), Virginia's Temporary Assistance to Needy Families (TANF) block grant is projected to be fully obligated in FY 2025, with current funding obligations resulting in a deficit. In addition to the cash assistance paid to families in poverty, Virginia has used discretionary TANF funding to fund a variety of programs, such as domestic violence services, Community Action Agencies, and home visiting. These programs may need to seek non-TANF funding sources in the near future and VACo members may wish to discuss this issue with any affected nonprofits in their communities.

Virginia's annual TANF allocation is \$158 million, and funds may be used to further four purposes, as outlined in federal law. In addition to providing cash assistance to low-income families, states may use funds to promote job preparation, work, and marriage; prevent and reduce the incidence of out-of-wedlock pregnancies; and encourage the formation and maintenance of two-parent families. States are permitted to carry over unspent funds; because Virginia's cash assistance levels were only increased once in the period between 1985 and 2015, Virginia accumulated a reserve, a portion of which the General Assembly has used to support expanded TANF programming provided through nonprofits and other entities.

Since 2016, increases to TANF payments have occurred on a more regular basis. Between these increases and growing expenditures in discretionary expanded TANF programming, Virginia is expected to fully obligate the TANF block grant in FY 2025, and current funding obligations would result in an estimated deficit of approximately \$56.9 million in FY 2025.

Language in the 2022 Appropriation Act directed the Department of Social Services to create a workgroup to study TANF block grant spending and submit a report with “options and recommendations for changes necessary to ensure annual structural balance in state TANF spending.” An interim report was issued in January 2023.

The working group’s interim report included the following recommendations:

- The General Assembly should consider utilizing the TANF block grant to mitigate the impact low-income households will experience when the federal government declares an end to the public health emergency (PHE).
- In order to ensure structural balance, the General Assembly should focus on reductions in the Expanded Programming Category or continuing to support those programs with state general funds.
- When evaluating the Expanded Programming Category, the General Assembly should consider the following:
 - whether each organization funded provides services that further the statutory purpose of the TANF program and whether the organization has submitted data to demonstrate their performance.
 - whether the organization funded receives other state or federal funding.
 - whether funding needs to be adjusted or eliminated based on the organization’s expenditures versus its current allocation in prior fiscal year(s).

The interim report (which includes a summary of the programs funded through in the expanded TANF programming category) may be found at <https://rga.lis.virginia.gov/Published/2023/RD81/PDF>.

VACo’s Health and Human Resources Steering Committee had a preliminary discussion of the issue at its August meeting and will be receiving an update at its November meeting. VACo will share any additional information with members as it is received.

VACo Contact: [Katie Boyle](#)

2023 Catalog of State and Federal Mandates on Local Governments Now Available



The Commission on Local Government has officially approved and published the much-anticipated 2023 edition of the Catalog of State and Federal Mandates on Local Governments. This resource is a result of collaborative efforts among various agencies.

The Commission's approval of the 2023 version took place on September 8, 2023, in accordance with the Code of Virginia, §15.2-2903(7), which mandates the Commission to prepare and regularly update this comprehensive catalog.

The catalog is readily accessible online, and you can explore it by visiting the following link: <https://dmz1.dhcd.virginia.gov/MandatesSearch/MandatesSearch.aspx>

The Commission values local government input and encourage you to share your comments, suggestions, and questions with the dedicated staff of the Commission on Local Government. Your feedback is crucial in ensuring that this resource remains relevant and useful for all stakeholders.

Should you have any questions or require further information about this document or any related matters, please do not hesitate to reach out to the Commission or VACo.

Virginia Department of Health Workgroup Considers Local Health Departments' Structure and Financing



In 2022, the Joint Commission on Health Care conducted a [study on local health department structure and financing](#). This study followed several recent legislative actions regarding local health departments, including the [elimination of the requirement that a local health department director be a licensed physician](#); authorization for several localities to administer their health departments locally through contracts with the Virginia Department of Health (VDH); and the revision of local match rates based on updating the factors used to calculate local revenue generation capacity (which was phased in over three fiscal years, beginning in FY 2022).

As part of the 2022 study, JCHC staff conducted a survey of county administrators to understand the relationships between counties and their health departments. The report included a series of recommendations, most of which the Commission referred to VDH with a request to establish a workgroup to prioritize the study's [policy options](#). VACo was invited to participate in this workgroup, which convened its first meeting in mid-August. Jim Taylor, Deputy County Administrator for Hanover County, is representing VACo on the workgroup.

VDH formed an internal steering committee of district and central office staff after receiving the study referral, and this group has recommended prioritizing the following policy options, viewing these recommendations as foundational to achieving other goals:

- Require all health districts to participate in the [Community Health Assessment \(CHA\)/Community Health Improvement Plan \(CHIP\) process](#). The Community Health Assessment is a systematic process to identify key health needs, issues, and assets, and the Community Health Improvement Plan is typically a three-to five-year collaborative effort to address public health problems identified by the Community Health Assessment.
- Develop a state performance management process for local health departments, focusing on assessing their capacity, assisting with continuous quality improvement, and providing accountability for meeting public health functions.
- Track cooperative budget funding per capita, comparing it to local health department needs and making necessary adjustments as additional funding is made available.

In addition, the Secretary of Health and Human Resources has encouraged VDH to consider the other policy options from the JCHC report, including exploring ways to improve access and linkages to clinical care. VDH was also encouraged to use the workgroup as an opportunity to reimagine the role and priorities of local health departments. VACo has recommended that VDH focus on stabilizing staffing; the public health workforce is also a priority of the VDH steering committee, but was not included in the committee's top three priorities as it is being considered as part of the agency's budget process.

At the workgroup's August meeting, discussion centered around the three proposed priority options. VDH staff provided background on the CHA/CHIP process, noting that there is variation in participation among local health departments, which some workgroup participants attributed to their differing levels of resources. Nonprofit hospitals and Federally Qualified Health Centers must conduct similar assessments (albeit on different timelines), and there was discussion regarding the potential for cooperation with the local health departments to avoid duplication of efforts.

The workgroup considered several aspects of a potential system for performance measurement, including questions of measuring outcomes versus outputs, as well as discussion about public health metrics that may be beyond local health departments' control. Workgroup members discussed the use of accountability measures as targets, and as a shared responsibility with the community (as in the Community Health Improvement Plan process), as well as how some metrics might be able to be used to drive additional investment to departments rather than triggering funding cuts or other punitive measures.

As part of the discussion of potential changes to General Fund allocations to local health departments to consider need rather than historical spending patterns, VDH staff provided an overview of actions taken by the 2021 General Assembly to codify the cooperative budget process and to update the data in the formula and phase in the updated allocations over three fiscal years. One option considered by VDH for further improvements to the funding formula is an additional General Fund allocation, without a local matching requirement, for disadvantaged communities. Members also discussed tensions created by the different timelines for adoption of local budgets relative to the determination of local health departments' state budget allocations.

VACo is soliciting feedback from members on the questions discussed at the workgroup's first meeting, as well as several additional questions to inform VACo's participation in this effort. Questions circulated to county administrators include the following:

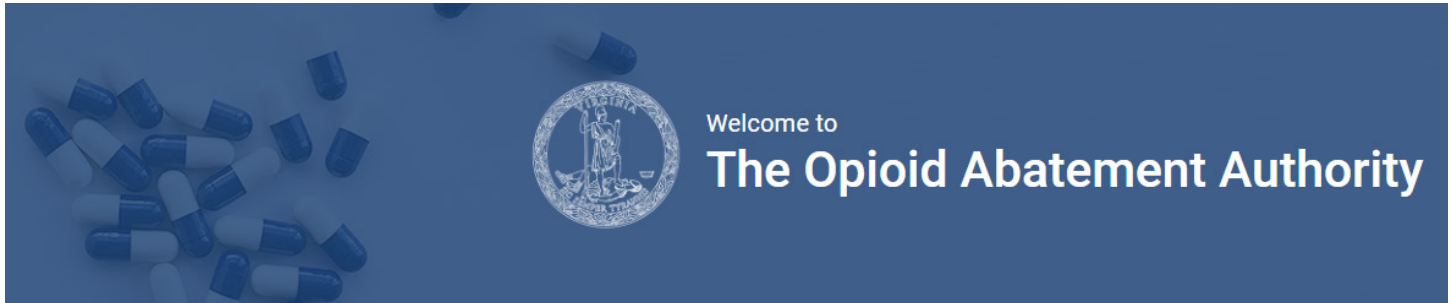
- Are you aware of the health district's [Community Health Assessment/Community Health Improvement Plan process](#)? How much value does it provide to your community? How should local health departments use community health assessment and improvement plan results? How would you like this information shared with the county? Should this process be connected to the local government cooperative budget agreement?
- Do you currently receive any performance measures from your health district or department? What data indicators would help you understand your local health department's performance? Which indicators would benefit your entire community in understanding its performance?
- Currently, state General Funds for local health departments are based mainly on historical funding levels. If the distribution were based on needs, what criteria should this model consider?
- What improvements do you wish to see in your local health department's budget development process?
- To what extent does high turnover in your local health department impact your county's relationship with the department?
- Do you have recommendations for stabilizing the local health department workforce? Are there successful recruitment and retention strategies used for county staff that could apply to health department staff?

Any feedback from VACo members on these questions would be most appreciated and may be directed to Katie Boyle (kboyle@vaco.org).

VACo Contact: [Katie Boyle](#)

Opioid Abatement Authority Board of Directors Meeting Announcement

Noon - 3pm Tuesday, November 14 | Omni Homestead | Bath County



VACo is excited to announce the upcoming Opioid Abatement Authority (OAA) Board of Directors meeting, scheduled for Tuesday, November 14, following the VACo Annual Business Meeting. The board meeting will be held at the Omni Homestead in Bath County.

About the Opioid Abatement Authority (OAA)

Established by the Virginia General Assembly in 2021, the OAA serves as an independent entity dedicated to abating and remediating the opioid epidemic in the Commonwealth of Virginia. Through financial support from the Virginia Opioid Abatement Fund, which comprises grants, donations, and other forms of assistance, the OAA is committed to combating opioid use disorder and the misuse of opioids through various initiatives. The Authority's primary mission is to foster partnerships among Virginia's cities and counties, state agencies, and service providers. These collaborations aim to provide comprehensive support to individuals suffering from opioid use disorders and co-occurring substance use and mental illness.

Important Information for Cities and Counties

The Authority understands the critical role that cities and counties play in addressing the opioid epidemic within respective communities. Therefore, the Authority invites all cities and counties to participate in their grant programs, which include:

- **Individual Distribution Grants:** Designed to support localized initiatives addressing opioid-related issues.
- **"Gold Standard" Incentive Grants:** Recognizing outstanding efforts in combating the opioid crisis.
- **Cooperative Partnerships Grants:** Encouraging collaboration among various stakeholders to maximize the impact of opioid abatement efforts.

Detailed information regarding these grants and the application process can be found on the OAA's Grants Portal ([Opioid Abatement Authority \(virginia.gov\)](https://www.virginia.gov/oaa/grants)) and accessible through our website at www.vaco.org. We encourage all eligible entities to apply for, amend, or renew their grant applications to further the OAA's mission and create a safer, healthier future for all Virginians.

Again, Join Us at the Board of Directors Meeting

Your presence and input are invaluable as we work together to combat the opioid epidemic. Please mark your calendars and plan to join us for this important gathering. Together, we can make a difference in the lives of those affected by opioid use disorder and contribute to a healthier and more resilient Virginia.

READY SET GO! GRANT



VDOT'S TRANSPORTATION ALTERNATIVES PROGRAM POPULATION BASED TECHNICAL ASSISTANCE GRANT PROGRAM CALL FOR APPLICATIONS!

Do you have a transportation issue in your community? Are you looking to develop the right-sized solution? Is your community population less than 200,000? Apply NOW and selected grant recipients will have a consultant led evaluation performed, with deliverables including a project sketch, cost estimate and schedule, with no local cost!

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Office of Broadband

BEAD Challenge Process How-To-Webinar

VIRTUAL

Thursday October 12, 2023 | 10 a.m. - 12. p.m.

A link to the session will be sent to registrants the day before via email.

The Virginia Department of Housing and Community Development's (DHCD) Office of Broadband will host a BEAD Challenge Process How-To-Webinar on **Thursday, October 12, 2023 at 10 a.m.** The webinar will be virtual using Microsoft Teams. A call-in option will be available.

Representatives from units of local government, Tribal governments, Internet Service Providers, Non-Profits, Community Anchor Institutions and other interested stakeholders are encouraged to participate.

Registration is required to participate in the webinar.

DHCD will publish more information about this challenge process, including a finalized Volume 1 of Virginia's Initial Proposal under the Broadband Equity, Access, and Deployment (BEAD) Program and other how-to documents that summarize and explain the challenge process. As required under this challenge process, lists of Federal Communications Commission Fabric Location ID points have been published on the Open Data Portal for both unserved and underserved locations identified under the BEAD program. A list of Community Anchor Institutions (CAIs), including unserved CAIs will be published in the coming days.

If you have any questions, contact Deserae Saunders-Austin at (804) 840-4101 or email broadband@dhcd.virginia.gov

REGISTER NOW!

Webinar on How to Use A Local Government Guide to the Chesapeake Bay – Alliance for the Chesapeake Bay



The Alliance for the Chesapeake Bay's Local Leadership Workgroup (LLWG) will be hosting a webinar titled, "How to Use A local Government Guide to the Chesapeake Bay," on October 11 from 12-2pm. This webinar is a resources training session designed exclusively for local officials and staff working closely with local governments. These resources were developed by local elected officials for local elected officials, to support decision-making and achieve mutually beneficial outcomes for your community and the environment.

The LLWG, through the webinar, will introduce you to the [Protect Local Waterways website](#) and the suite of learning modules, videos, fact sheets, and case studies available there. These modules were developed by a team that includes elected local government leaders with the intention of highlighting the benefits of adopting environmental protection policies and actions. This training program will teach you to navigate the Protect Local Waterways website and take full advantage of the array of resources available. The goal of the webinar is to empower you to educate and inspire others within your community on the benefits to your economy and stakeholders of environmental protection and restoration.

To reserve your spot for this training session, please register [here](#).

VACo Contact: [James Hutzler](#)

Final Community Flood Preparedness Fund (CFPF) & Resilient Virginia Revolving Fund (RVRF) Manuals Released & Rounds Open Due November 12 (CFPF) and December 12 (RVRF)



Virginia Department of Conservation & Recreation

On September 13, the Virginia Department of Conservation and Recreation (DCR) released the final grant and loan manuals for the Community Flood Preparedness Fund (CFPF) and the Resilient Virginia Revolving Fund (RVRF). These funds are intended to help Virginians statewide build resilience and protection against flooding, communities through previous rounds of the CFPF. You can refer to the video tutorial and one pagers on DCR's [website](#) for more info.

- CFPF Applications Due November 12, 2023 with \$80 million (\$50 million in grants, \$30 million in loans) available
- RVRF Due December 12, 2023 with \$18.5 million (\$13.5 million in loans, \$5 million in grants) available

On September 29, the nonprofit Wetlands Watch hosted a Lunch & Learn on two DCR funding opportunities that are currently accepting applications from local and regional governments. Watch the [recording](#) and download the [slides](#) to learn more about the first round of [Resilient Virginia Revolving Fund \(RVRF\)](#) grant/loan resources and the 4th round of [Community Flood Preparedness Fund \(CFPF\)](#) grant/loan resources. You can access additional application resources for [CFPF](#) and [RVRF](#) on the Wetlands Watch website. CFPF applications are due by midnight on November 12 and RVRF applications are due by midnight on December 12, both using the WebGrants application portal.

VACo Contact: [James Hutzler](#)

Congratulations!

We love presenting Achievement Awards
at Board of Supervisors Meetings



Congratulations Henrico County!

VACo presented four Achievement Awards to Henrico County!

(Staff photo by Isaac Harrell | Henrico County)

Congratulations!

We love presenting Achievement Awards
at Board of Supervisors Meetings



Congratulations Greene County!

Congratulations Greene County for winning its first-ever Achievement Award! The County won for the creation of the Greene County Emergency Medical Services.

Congratulations!

We love presenting Achievement Awards
at Board of Supervisors Meetings



Congratulations Roanoke County!

James Hutzler from the Virginia Association of Counties presented the Roanoke County Sheriff's Office with a 2023 VACo Achievement Award for its Inside-Out program in partnership with Roanoke College.

Inside-Out is an international program designed to teach inmates and college students issues pertaining to justice.

Congratulations!

We love presenting Achievement Awards
at Board of Supervisors Meetings



Congratulations Albemarle County!

Albemarle County won its 8th Achievement Award. This time with a program called “Let’s Talk Albemarle” that believes reducing barriers to participation is essential for promoting equity, fostering community engagement, and building a more inclusive and vibrant society. Well done Albemarle County!

PRESS RELEASE



Howard Kartel Joins VIP Board of Trustee; de la Pava, Longnaker, and Powers Re-elected

RICHMOND (September 27, 2023)— The Annual Meeting of the VACo/VML Virginia Investment Pool (VIP) elected Howard A. Kartel, CPA, Town of Culpeper, to its Board of Trustees and returned incumbent members Carla de la Pava, Arlington County; Rebecca Longnaker, Chesterfield County; and Evelyn Powers, City of Roanoke with new three-year terms.

VIP manages assets of participants in two funds, the Stable NAV Liquidity Pool and the 1-3 Year High Quality Bond Fund. Founded in 2013, the Trust holds \$2.65 Billion in assets as of June 30, 2023. The Board of Trustees, comprised of officials who are elected by participating political subdivisions, establishes policies and oversees the VIP governmental trust.

The VIP participants elected the following:

Carla de la Pava, Treasurer of Arlington County. First elected to office in November 2014, she serves the County's 250,000 residents. The County of Arlington's tax delinquency rate stands at an all-time low of 0.157%, recognized as the best in Virginia. Carla was the President of the Treasurers' Association of Virginia (TAV) for 2019 and 2020 and is a member of the Government Finance Officers Association (GFOA) and the Virginia GFOA. She has served on the VIP Board of Trustees since 2015.

Howard A. Kartel, CPA, MBA, Director of Finance and Treasurer, Town of Culpeper. Howard graduated from Bentley University with a degree in accounting and earned an MBA from Dowling College. Howard is a TAV member, achieving the MGT designation in 2019. Howard oversees a portfolio of \$50 million, and has implemented a long-term financial plan that includes a Strategic Reserves Policy. Previously, Howard was the Accounting Manager for PWC Service Authority, a position he held for ten years.

Rebecca Longnaker, CPA, Treasurer of Chesterfield County. Serving as Treasurer since 2020, Rebecca is responsible for handling the banking and investments for the County and School Division and, in a fiscal agent capacity, for the Greater Richmond Convention Center (GRCCA) and Central Virginia Transportation Authority (CTVA). In addition to utilizing VIP for managing a major portion of County funds, Rebecca has created VIP portfolios for GRCCA and CVTA, providing an increasing revenue stream to the agencies.

Evelyn Powers, Treasurer for the City of Roanoke. Evelyn was the driving force to get her office to meet accreditation standards for the first time in 2008. She has served in many board positions and is a Past President of the Treasurers' Association of Virginia. She was a founding member of the VACo/VML Virginia Investment Pool Trust Fund and currently serves as Vice-Chairman, a position she has held since 2013.

VML/VACo Finance is the financial services arm of the Virginia Association of Counties and Virginia Municipal League.

For more information:

Robert Lauterberg, Managing Director
Phone: 804-648-0635
rlauterberg@valocalfinance.org

VML/VACo Finance
8 E Canal Street
Richmond, Va. 23219
www.valocalfinance.org



PRESS RELEASE

VACo/VML Pooled OPEB Trust Announces New Board Members

RICHMOND (September 27, 2023) – At the Fiscal Year 2024 Annual Meeting of Participants, the VACo/VML Pooled OPEB Trust elected four finance officers to its Board of Trustees, including two first-time members. Joining the Board of Trustees for the first time are Steven Owen of the Richmond Metropolitan Transportation Authority; and Sharon Willoughby of Loudoun County Public Schools. They join incumbent members Sheila Minor of Henrico County; and Jeffery Weiler of Fairfax County Retirement Systems, who was also reelected as Chairman.

The VACo/VML Pooled OPEB Trust manages assets invested by political subdivisions to fund retiree health insurance and other post-employment benefits (“OPEB”). Local governments that invest in the Pooled OPEB Trust have reduced the long-term cost of providing benefits by as much as 47 percent, the portion of the current market value of the Trust generated by investment returns. Established in 2008, the Trust manages \$1.7 billion in assets as of June 30, 2023.

Congratulations to the following newly elected members of the Board of Trustees:

Sheila Minor, CPA, has served as the Director of Finance for Henrico County since December 2020. Her 24-year local government career includes serving as the Director of Finance for the City of Colonial Heights and Prince George County. Sheila worked with numerous localities and school divisions as an independent local government financial consultant from 2011-2017. She holds a B.S. degree in Business Management and an M.P.A. from Virginia Tech.

Steven Owen, CPA, joined Richmond Metropolitan Transportation Authority in February 2023. He previously served as the Director of Finance for the Capital Region Airport Commission for 24 years. Steven oversees all planning, organizing, and directing of finance related activities. Steven earned a B.S. degree from Elmira College and an A.A.S degree in Accounting from Middlesex County College.

Jeffery Weiler is the Executive Director of Fairfax County Retirement Systems and oversees three local pension funds: the Employees, Police, and Uniformed Retirement Systems. These systems have a combined \$7.4 billion in assets in service to and support of 18,000 active employees and 9,500 retirees. Mr. Weiler has served as the Chairman for the VACo/VML Pooled OPEB Trust since 2017.

Sharon Willoughby has spent 25 years in local government. She has worked for Loudoun County Public Schools since 2015 and became Chief Financial Officer in 2018. She holds an MBA from Webster University and a bachelor’s degree from Northern Arizona University.

VML/VACo Finance is the administrator of the VACo/VML Pooled OPEB Trust.

For more information:

Robert Lauterberg, Managing Director
rlauterberg@valocalfinance.org
Phone: 804-648-0635

VML/VACo Finance
8 E Canal Street
Richmond, VA 23219

Amelia County Administrator Taylor Harvie Appointed to Virginia Local Government Finance Corporation



Below is the text of VACo Executive Director Dean Lynch's congratulations letter to Amelia County Administrator Taylor Harvie.

Dear Taylor,

I hope this message finds you well. I am delighted to extend my heartfelt congratulations to you on your recent appointment as the VACo representative on the Virginia Local Government Finance Corporation (VLGFC). It is with great pleasure that I share the news that the VACo Executive Committee voted unanimously to put your name forward for this important role.

Your outstanding track record as the County Administrator of Amelia County, VA, along with your previous experience as the Executive Director of the Amelia County IDA and EDA, clearly impressed the Executive Committee. Your dedication to local governance and finance, as well as your commitment to the betterment of Virginia's counties, has not gone unnoticed.

Your appointment to the VLGFC is a testament to your leadership and expertise, and we have every confidence that you will serve as an exemplary representative for both VACo and Virginia's counties on this vital board.

We look forward to witnessing the positive impact you will undoubtedly make in this new role and are excited to see the contributions you will bring to the VLGFC. Your insights and dedication will undoubtedly benefit our local government finance system.

Once again, congratulations on this well-deserved appointment. If you have any questions or need any assistance as you assume this new responsibility, please do not hesitate to reach out. We are here to support you in any way we can.

Thank you for your continued commitment to the betterment of our communities and the advancement of county interests. We are proud to have you as a part of our team.



The Most Ever

Remember the adage “Make hay while the sun shines, so you have it to survive on during the rainy days.” Cash shouldn’t be considered one of your priorities, but rather your #1 priority.

Today, most public entities are holding the greatest amount of cash they ever had. A stronger- than- expected economy, internet sales tax, unprecedented federal dollars, and coupled with greater fund balances, have put public entities in their strongest position ever with their cash balances.

three+one-cashvest-make-hay-while-the-sun-shinesAs a result, generating cash is not necessarily a top priority for public finance officials. Personally, as a public treasurer myself, I’ve heard those very comments all too often. The main priorities that make their top list right now are public safety, education, job retention, hiring skilled personnel, migrant management, housing...the list goes on. At this point, cash is likely at the bottom of the list.

With such a list of priorities, the top concern for public finance officials is how to manage them all.

A first step in planning is to budget and fund the programs. That’s where we come back to cash as the priority. We’ve all heard the phrase “cash makes cash.” In today’s interest-rate environment, the value of cash is at least 5.5%, which can make all the difference between funding a program or not. And, once you do, how you can keep the program financially viable going forward.

Today may be sunny days for cash. But remember the adage “Make hay while the sun shines, so you have it to survive on during the rainy days.” Cash shouldn’t be considered one of your priorities, but rather your #1 priority.

CYBERSECURITY AWARENESS MONTH



FROM THE NACO CYBERSECURITY LEADERSHIP ACADEMY

October 2023 marks **20 years**
of National Cybersecurity Awareness Month!

As security education expands across organizations, so do the cyberthreats they face. In response, counties across the country are joining the NACo Cybersecurity Leadership Academy: a 12 week [virtual course](#) with the latest insights from industry experts and current CIOs/CISOs in the field, as well as the opportunity to network with cybersecurity professionals across the nation. It coaches participants on what it means to think and act as a cybersecurity leader.

**Throughout October, NACo is extending an
Academy BOGO to every county.**

Your county's first participant can join for \$1,995, and a second participant can join for FREE! The next Cybersecurity Leadership Academy kicks off January 8th. You can find out more at naco.org/cyberskills or reach out to our Academy contact, Luke Afeman (LukeA@pdaLeadership.com) to claim your BOGO.

Is your county prepared for a cyberattack?



Emergency Management Virtual Workshop: The Essential Role of Local Elected and Appointed Officials Friday, October 20, 2023

9:00 a.m. – 12:00 noon

The coronavirus pandemic, catastrophic weather events, manmade disasters, and more have all posed significant threats to communities across the nation. In light of these and other events, The VCU L. Douglas Wilder School of Government and Public Affairs is spearheading an initiative to equip Virginia's elected and appointed officials at the local level with the necessary skills to effectively address the frequent and severe impacts of disasters.

The training and workshops will feature topics such as understanding the pivotal role of emergency managers, implementing measures to mitigate disaster impacts, collaborating with key partners, ensuring effective communication with the public and the press during emergencies, resource allocation, and more. By honing their expertise in emergency management, participants will assume a vital role in safeguarding lives, minimizing damages, and fostering resilient communities in the face of adversity.

Training and workshop opportunities will be held in person at the VCU Wilder School as well as virtually. The first virtual workshop will be held in conjunction with the Center for Homeland Defense and Security – Naval Postgraduate School, entitled, **“Emergency Management Workshop: The Essential Role of Local Elected and Appointed Officials.”** It will be held on Friday, October 20, 2023, 9:00 a.m. to 12:00 noon. This virtual training is free to all participants. You must pre-register at rampages.us/wildertraining to participate. For more information please contact Eric Campbell, Senior Practitioner in Residence within the VCU Wilder School's Master of Public Administration Program, at campbelle@vcu.edu or 804-828-3098.

MEET OUR FACILITATORS



CURTIS BROWN



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Register now for the NACo 2023 Rural Action Caucus (RAC) Symposium

November 5–7 | Greenbrier County, WV

We invite you to register today for the National Association of Counties (NACo) [Rural Action Caucus \(RAC\) 2023 Fall Symposium](#) in Greenbrier County, West Virginia.

Elected and appointed county officials, national thought leaders and partners will identify rural challenges and elevate solutions through information exchanges and policy discussions. This unique event is an opportunity to engage with your peers and national experts on topics important to rural America, including broadband deployment, rural development, workforce challenges, substance abuse and community resilience.

[REGISTER NOW](#)



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Host

**Dean Lynch | Executive
Director | Virginia
Association of Counties**

Guests

**Matt Hedley, CFP | Vice
President, Retirement
Services | OneDigital**

**Sarah Anne Struckmann
| Business Development
Executive | OneDigital**

Short | [One Minute of OneDigital](#)

Part 1 | [Introductions | Learn more about OneDigital](#)

Part 2 | [Top Priorities for Counties?](#)

Part 3 | [Working with the Public Sector](#)

Part 4 | [Making Life Easier for Counties](#)

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Part 6 | [Support of VRS Hybrid Employee](#)

Part 7 | [Assist in Dealing with Benefit Costs](#)

Part 8 | [Utilize OneDigital – which offers Benefits, Retirement, and HR Support](#)

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Part 10 | [HR, Benefits, Retirement Industry Trends](#)

Part 11 | [How does VRS Factor in OneDigital's Guidance?](#)

Part 12 | [Plan Sponsors](#)

Part 13 | [Public versus Private](#)

Part 14 | [Opportunities during a Recession](#)

Part 15 | [Timeline to Implement Retirement Program](#)

Part 16 | [Thank You](#)



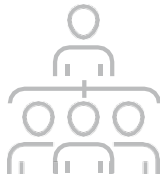
Counties affect the lives of residents every day. When our frontline staff are empowered as leaders, we deliver services more effectively. **The NACo High Performance Leadership Academy is a resource that connects your staff with practical leadership training.** HPLA uses an innovative, interactive online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

THE ACADEMY FOCUSES ON FIVE ESSENTIAL SKILLS:



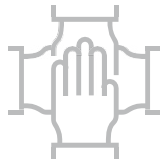
LEAD:

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



ORGANIZE:

Plan, lead and execute organizational change more effectively and consistently



COLLABORATE:

Establish alignment and strong partnerships through building stronger relationships



DELIVER:

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COMMUNICATE:

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Additional discounts may apply. Contact us for more details.

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

Find out more at NACo.org/Skills





OneDigital is thrilled to be one of VACo's newest Premier Partners.

What truly distinguishes OneDigital as a leading **insurance, financial services, and HR consulting advisory firm** is our holistic approach to creating environments that enable people to do their best work and live their best lives. OneDigital understands that counties face rising insurance costs while still struggling to attract/retain talent. This is why we use proprietary software to provide accurate and predictable insurance consulting projections for those core benefits that impact your bottom line and incorporate solutions to improve retention. While voluntary benefits may be the focus of other providers, OneDigital has the expertise in alternative funding strategies, best-in-class analytics, and an in-house actuarial team.

OneDigital has a track record of providing cost-saving solutions to counties. This has been achieved through creative funding strategies, rate holds, and exclusive partnerships with various carriers. One of these exclusive partnerships is through VACORP and Anthem Life. OneDigital is responsible for the inception of the Virginia Local Disability Program (VLDP) which is through the Virginia Retirement System (VRS). Our team of fierce advocates negotiated a 5-year locked rate, including short-term and long-term disability benefits. Your division may already work with us in this capacity, as we currently serve over 270 public sector entities in the VLDP program.



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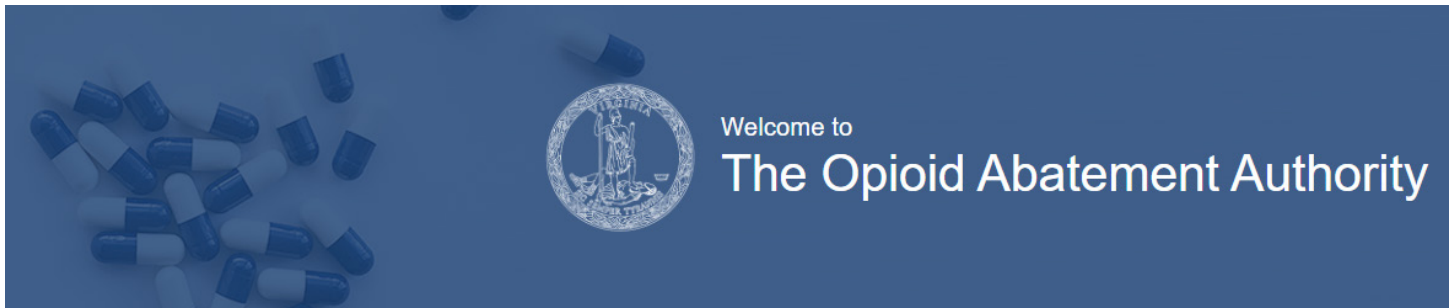
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Sarah Anne Struckmann
Business Development Executive
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434-987-2240



At OneDigital, we harness the power of one to solve complex challenges for businesses and people. Scan the code to the left to watch the video and learn more.



Best Practices for Local Governments in the Allocation of Opioid Settlement Funding

Tony McDowell, Executive Director | Virginia Opioid Abatement Authority

Virginia has already received settlements worth more than \$500 million from prescription opioid manufacturers and distributors, and that number could double. Most of these funds will flow to Virginia's cities and counties for efforts to abate the opioid crisis. As Virginia's cities and counties develop local and regional plans for the use of these funds, some best practices are beginning to emerge.

The first of these is **establishing a local abatement committee** comprised of various stakeholders including prevention and treatment specialists, public health, behavioral health, law enforcement, and people with lived experience.

Some communities are holding **town hall style public meetings** or listening sessions so that local leaders can hear from residents who have been directly affected by the prescription opioid epidemic, as well as from service providers and community-based organizations. The OAA's Board of Directors has been following this approach, and has already conducted six public listening sessions around the state. The feedback from these sessions has been instrumental in informing the Board's strategy for allocating grants.

Local governments are encouraged to **engage with community partners**, especially those that have already been fighting the opioid epidemic for years. This certainly includes the local Community Services Board, but in addition there are many non-profits, grassroot organizations, treatment providers, and recovery support organizations that want to be involved. During its listening sessions the OAA Board has heard numerous examples of such organizations that have been barely surviving financially, working off of donations and volunteer effort. These organizations often know exactly how to reach the people who are sick and suffering, and have a track record of stretching dollars for maximum impact. The OAA is only able to provide funding to cities, counties and state agencies. This means the opioid settlement funds will not reach these non-government organizations unless there is a partnership with the local government.

The OAA is committed to providing assistance to cities and counties in developing their abatement plans. We offer **planning grants** and are in the process of launching a series of best-practice webinars and workshops. For more information please visit us at www.voaa.us.



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Virginia Association of Counties

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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](#).

[**SENIOR ENGINEER \(PT\)**](#) | Chesterfield County | Posted October 6

[**SEASONAL MAINTENANCE WORKER**](#) | Chesterfield County | Posted October 6

[**EMERGENCY MANAGEMENT GENERALIST**](#) | City of Harrisonburg | Posted October 6

[**DIRECTOR OF ECONOMIC DEVELOPMENT**](#) | Isle of Wight County | Posted October 6

[**COUNTY ATTORNEY**](#) | Rockbridge County | Posted October 5

[**BUDGET ANALYST**](#) | Montgomery County | Posted October 5

[**SOCIAL SERVICES ASSISTANT**](#) | Montgomery County | Posted October 5

[**FAMILY SERVICES SPECIALIST**](#) | Montgomery County | Posted October 5

[**FAMILY SERVICES SUPERVISOR**](#) | Montgomery County | Posted October 3

[**ENVIRONMENTAL SPECIALIST**](#) | Montgomery County | Posted October 3

[**JUDICIAL LAW CLERK**](#) | Montgomery County | Posted October 3

[**DEVELOPMENT MANAGER**](#) | Chesterfield County | Posted October 3

[**SENIOR CLINICIAN-ACT EMPLOYMENT SPECIALIST**](#) | Chesterfield County | Posted October 3

[**EMPLOYMENT ASSISTANT \(JOB COACH\)**](#) | Chesterfield County | Posted October 3

[**CHIEF INFORMATION SECURITY OFFICER**](#) | City of Fredericksburg | Posted October 3

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

[**ENGINEERING MANAGER**](#) | Augusta Water | Posted October 3

[**DEPUTY COUNTY ADMINISTRATOR**](#) | Prince George County | Posted October 1

[**DEPUTY DIRECTOR OF FINANCE**](#) | Shenandoah County | Posted October 1

[**REAL ESTATE APPRAISER**](#) | Fairfax County | Posted September 27

[**DEPUTY DIRECTOR OF PARKS & RECREATION**](#) | Hanover County | Posted September 27

[**ENGINEERING SUPERVISOR**](#) | Chesterfield County | September 25

[**MEDICAL BILLING TECHNICIAN**](#) | Chesterfield County | Posted September 25

[**PEER RECOVERY SPECIALIST**](#) | Chesterfield County | Posted September 25

[**RESIDENTIAL COUNSELOR \(IN-HOME\)**](#) | Chesterfield County | Posted September 25

[**CENTRAL PROCESSING DESK COORDINATOR**](#) | Fauquier County | Posted September 25

[**TECHNICIAN I – GROUNDS**](#) | City of Harrisonburg | Posted September 20

[**COMPUTER-AIDED DISPATCH \(CAD\) & 911 SPECIALIST \(HRECC\)**](#) | City of Harrisonburg | Posted September 20

[**SOFTWARE PORTFOLIO SPECIALIST \(HRECC\)**](#) | City of Harrisonburg | Posted September 20

[**COUNTY ADMINISTRATOR**](#) | Nottoway County | Posted September 20

[**DEPUTY COMMISSIONER III**](#) | James City County | Posted September 20

[**ADMINISTRATIVE COORDINATOR I/II/III**](#) | James City County | Posted September 20

[**CUSTOMER SERVICES REPRESENTATIVE**](#) | James City County | Posted September 20

[**FAMILY SERVICES SPECIALIST I/II/III**](#) | James City County | Posted September 20

[**CUSTODIAN I/II**](#) | James City County | Posted September 20

[**SENIOR SQL SERVER DATABASE ADMINISTRATOR**](#) | Chesterfield County | Posted September 19

[**UTILITY TV TECHNICIAN**](#) | Chesterfield County | Posted September 19

[**GEOGRAPHIC INFORMATION SYSTEM \(GIS\) TECHNICIAN**](#) | Culpeper County | Posted September 19

[**DIRECTOR OF PUBLIC WORKS**](#) | City of Portsmouth | Posted September 18

[**TRANSPORTATION SENIOR ENGINEER**](#) | Chesterfield County | Posted September 18

[**SENIOR CLINICIAN**](#) | Chesterfield County | Posted September 18

[**INTELLECTUAL/DEVELOPMENTAL DISABILITIES CASE MANAGER**](#) | Chesterfield County | Posted September 18

[LEAD CASHIER](#) | Chesterfield County
| Posted September 18

[DEPUTY DIRECTOR OF OPERATIONS\(HRECC\)](#) | City of Harrisonburg | Posted September 18

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

[CHIEF INFORMATION OFFICER](#) | City of Winchester | Posted September 18

[MECHANICAL INSPECTOR](#) | Loudoun County | Posted September 18

[CODE ENFORCEMENT MANAGER](#) | Loudoun County | Posted September 18

[POLICE CHIEF](#) | Town of Blackstone | Posted September 15

[CLINICIAN – SCHOOL BASED](#) | Hanover County | Posted September 14

[TRAINING SPECIALIST](#) | Hanover County | Posted September 14

[CLINICAL SUPERVISOR-ADULT OUTPATIENT/CASE MANAGEMENT](#) | Hanover County | Posted September 14

[FIREFIGHTER/EMERGENCY MEDICAL TECHNICIAN \(ALS\)](#) | Culpeper County | Posted September 14

[ASSISTANT COMMONWEALTH ATTORNEY I OR II](#) | Hanover County | Posted September 14

[ASSISTANT COMMONWEALTH ATTORNEY](#) | Accomack County | Posted September 14

[MANAGEMENT SERVICES SPECIALIST II – PAYROLL/BENEFITS/AP/ACCOUNTING](#) | Campbell County | Posted September 14

[DEPUTY DIRECTOR OF MANAGEMENT SERVICES](#) | Campbell County | Posted September 14

[HUMAN RESOURCES ANALYST](#) | The Berkley Group | Posted September 12

[SENIOR PLANNER \(TRANSPORTATION PLANNER IV\)](#) | Fairfax County | Posted September 12

[RESIDENTIAL AIDE \(PT\)](#) | Chesterfield County | Posted September 12

[RESIDENTIAL AIDE \(IN-HOME\) \(FT\)](#) | Chesterfield County | Posted September 12

[RESIDENTIAL AIDE \(IN-HOME SUPPORT\) \(PT\)](#) | Chesterfield County | Posted September 12

[BUILDING PLANS REVIEWER](#) | Loudoun County | Posted September 12

[RESILIENCE PLANNER](#) | Hampton Roads PDC | Posted September 12

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[EMPLOYMENT OPPORTUNITIES](#) | Spotsylvania County | Posted September 12

[DIRECTOR OF FINANCE](#) | City of Colonial Heights | Posted September 12

[LEAD PARK ATTENDANT \(PT\)](#) | James City County | Posted September 12

[ANIMAL CONTROL OFFICER](#) | James City County | Posted September 12

[PRINCIPAL PLANNER](#) | James City County | Posted September 12

[PLANNER I/II/III](#) | James City County | Posted September 12

[SENIOR PLANNER](#) | Fauquier County | Posted September 12

[RADIO SYSTEM ADMINISTRATOR \(HRECC\)](#) | City of Harrisonburg | Posted September 12

[SCHOOL BUS TRANSPORTER](#) | Chesterfield County | Posted September 12

[APPRAISER III](#) | Chesterfield County | Posted September 12

[SENIOR ENGINEER](#) | Chesterfield County | Posted September 12

[EMPLOYMENT OPPORTUNITIES](#) | Spotsylvania County | Posted September 11

[ADMINISTRATIVE ASSISTANT \(NB\) COMMUNITY CORRECTIONS UNIT-GRANT FUNDED](#) | Arlington County | Posted September 11

[FACILITIES TECHNICIAN I, II, III](#) | New Kent County | Posted September 11

[PARK ATTENDANT](#) | New Kent COUNTY | Posted September 11

[DEPUTY DIRECTOR OF PUBLIC WORKS](#) | Hanover County | Posted September 11

[COUNTY ADMINISTRATOR](#) | Westmoreland County | Posted September 11

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[CITY MANAGER](#) | City of Lexington | Posted September 8

[LEAD MECHANIC \(WASTEWATER TREATMENT PLANT\)](#) | City of Fredericksburg | Posted September 8

[CODE INSPECTOR I OR II \(RESIDENTIAL COMBINATION INSPECTOR\)](#) | City of Alexandria | Posted September 7

[DIRECTOR OF FINANCE](#) | Pulaski County | Posted September 6

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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