

Legislative Actions at the April 2 Reconvened Session



The General Assembly met on April 2 to consider the Governor's proposed amendments to legislation passed by the legislature during the 2025 session, including a series of amendments to the budget bill, as well as bills vetoed by the Governor. Following is an update on the legislature's actions on the Governor's amendments and vetoes.

Budget Proposals

The Governor proposed substantial revisions to the state budget sent to him by the legislature in February, offering 205 amendments and vetoing eight items. The Governor had indicated that his proposals were intended to hedge against economic uncertainty by redirecting \$300 million from spending items included in the General Assembly's proposal into state reserves. The Governor also proposed a number of spending items that were not included in the legislature's budget, several of which were items initially proposed in the December introduced budget, but not adopted by the General Assembly during the regular session.

The General Assembly agreed to 33 of the Governor's amendments at the reconvened session. Many of these amendments were technical in nature; for example, several amendments removed spending allocations that were no longer necessary because the accompanying legislation had been vetoed. The legislature did approve several substantive amendments of interest to local governments, as discussed below.

The Governor now has a 30-day deadline from the adjournment of the reconvened session to take action on the budget bill as it was returned to him; the Governor may sign the bill, veto the entire bill, issue line-item vetoes for particular items, or take no action and allow the budget to become law without his signature.

Below is a summary of the fate of key budget items of interest to local governments:

- **K-12 support cap:** As passed by the General Assembly, the budget functionally eliminated the cap on recognition of support positions by providing \$222.9 million in FY 2026 to fund positions at a ratio that corresponds with prevailing local practice, a position maintained by the legislature during the reconvened session. This action has been long sought by VACo and its advocacy partners and addressed VACo's top budget priority for this session. The Governor proposed to reduce this funding by \$138.2 million and fund a staffing ratio of 25.50 support positions per 1,000 students (an increase over the FY 2025 ratio of 24 positions per 1,000 students, but a reduction from the enrolled budget's ratio of 27.89 positions per 1,000 students). The General Assembly did not accept the Governor's amendment, returning the budget to the Governor with the legislature's proposed \$222.9 million spending level.
- **School capital:** The Governor proposed to deposit an additional \$50 million in FY 2025 from the Literary Fund into the School Construction Fund. The General Assembly accepted this amendment.
- **Wastewater projects:** The Governor vetoed the budget item containing \$431.2 million in bond authorization for wastewater projects over the biennium (an increase of \$31.2 million over the bond authorization contained in the 2024 Appropriation Act), proposing a separate amendment designating \$431.2 million in excess FY 2025 revenues, after any required Revenue Stabilization Fund deposit, for this purpose. The General Assembly sustained the veto, and did not accept the proposed contingent spending. It is VACo's understanding that the effect of these actions is to eliminate the additional \$31.2 million in bond authorization approved by the 2025 General Assembly.
- **Stormwater:** The Governor vetoed the item authorizing \$40 million in bond proceeds in FY 2025 for the Stormwater Local Assistance Fund (SLAF), and the legislature sustained this veto.
- **Virginia Preschool Initiative Local Composite Index Cap:** In his amendments, the Governor proposed to eliminate the current cap of 0.5000 on the Local Composite Index for the Virginia Preschool Initiative, effective July 1, 2025. This proposal, which was also included in the Governor's introduced budget in December 2023, but not adopted by the legislature in 2024, and proposed in his December 2024 budget and rejected by the 2025 General Assembly, would mean that the local share would increase for this program for localities with LCIs above 0.5000. The General Assembly did not accept this amendment.
- **Disaster assistance:** The General Assembly's February budget included \$50 million in FY 2025 for disaster mitigation and Hurricane Helene relief, with \$25 million provided to assist residents who lost homes or sustained residential property damage as a result of Hurricane Helene (assistance for commercial property and crop loss would be allowed with funds available after all residential claims were executed), and \$25 million to be used for major weather event disaster mitigation, such as improving structures' ability to withstand hazards. From this funding, \$350,000 would be provided for a pilot emergency

management mobile communications platform in southwest Virginia. The Governor proposed several modifications to this program. The Governor's amendments would allow damage from certain February 2025 storms to qualify; allow use of funding for commercial property and crop loss; allow the disaster mitigation funding to be used to satisfy match requirements for certain federal, state, and other funding programs; and allow mitigation funding to be used for disaster relief if claims exceed the \$25 million set aside for relief. The General Assembly accepted these amendments.

Bills Vetoed by the Governor

The Governor vetoed 157 bills. A two-thirds supermajority vote of members present in each chamber is required to override a Governor's veto – a high hurdle, particularly given the narrow margins in the General Assembly. As a result, the General Assembly sustained all of these vetoes, meaning that the bills will not become law this year.

Among the bills vetoed by the Governor was [SB 1307 \(McPike\)](#), which would have authorized all counties and cities to impose a 1 percent local option sales and use tax for school capital needs, after approval in a local referendum. VACo reported on bills of interest to local governments that were vetoed by the Governor in a recent edition of *County Connections*, which may be found at [this link](#). A full list of all bills vetoed may be found at [this link](#).

Bills with Governor's Amendments

The Governor offered amendments to 159 bills. In order for the Governor's amendments to be incorporated into a bill and enacted into statute, both chambers must vote to approve the amendments by a majority vote of the members present.

The legislature agreed to the Governor's amendments for 68 bills and rejected amendments, in whole or in part, to 91 others. Bills for which the General Assembly rejected the Governor's amendments are now returned to the Governor for final action within 30 days of adjournment of the reconvened session; the Governor may sign or veto these bills, or take no action, in which case the bills would become law without his signature.

Following is an update on the General Assembly's actions on bills with gubernatorial amendments of interest to local governments.

Reporting of equipment failures at waterworks: As passed by the General Assembly in February, [HB 2749 \(LeVere Bolling\)](#) and [SB 1408 \(Reeves\)](#) require owners of waterworks to report any critical equipment failure or malfunction or contaminant release to the Department of Health as soon as practicable, but no more than six hours after discovery.

- ***The Governor's amendment*** shortens this reporting period to two hours. VACo asked the bills' patrons to reject this amendment, which would impose a significant administrative burden on local staff by requiring evaluation and reporting of issues in a very limited timeframe, and retain the more reasonable six-hour requirement agreed to by the General Assembly.
- ***General Assembly action:*** Accepted the Governor's amendment. These bills will become law with the two-hour reporting period as amended by the Governor.

Emergency Medical Services and prescription drug boxes: [SB 1318 \(McPike\)](#), as passed by the General Assembly during the regular session, directs the Board of Pharmacy to convene a work group to advise the Board on issues related to emergency medical services providers.

- **The Governor's amendment** rewrites the bill to direct the Board of Pharmacy, in collaboration with the Virginia Department of Health and the Office of Emergency Medical Services, to report on the progress made by EMS agencies in implementing Board of Pharmacy regulations and U.S. Drug Enforcement Agency requirements that replaced the hospital drug box exchange program.
- **General Assembly action:** Accepted the Governor's amendment. This bill will become law as amended by the Governor.

Data centers: [HB 1601 \(Thomas\)/SB 1449 \(Ebbin\)](#), as passed by the General Assembly during the regular session, require an applicant for a rezoning, or special use permit, for a data center (defined as a "High Energy Use Facility" or HEUF) to submit a sound study on potential impacts to any housing or schools within 500 feet of its property boundary. The legislation also requires a locality, when considering such application, to require the electric utility providing power to the proposed data center to submit a report on (1) any new or existing electric substations that will be used to serve the HEUF; and (2) the anticipated transmission voltage required to serve the HEUF.

- **The Governor's amendments** would remove these mandates and instead leave it to the discretion of the locality to require them. The Governor also proposed a reenactment clause, effectively nullifying the legislation by requiring the General Assembly to adopt it again in 2026 to make it effective. Given such, the proposed amendments did not impact local authority in the review of such applications.
- **General Assembly action:** Rejected the Governor's amendments. The Governor now has a 30-day deadline to take final action on these bills.

Affordable housing: [HB 2153 \(Carr\)](#), as passed by the General Assembly during the regular session, requires localities to incorporate into their comprehensive plans strategies to support affordable housing development by property tax-exempt nonprofit organizations. The legislation also grants localities the authority to adopt a variety of strategies to facilitate the development of affordable housing on property owned by property tax-exempt nonprofit organizations. These include (1) the adoption of an ordinance to reduce, or waive, the requirements for certain zoning permits; and (2) the creation of site plan application incentives.

- **The Governor's amendments** remove these provisions and instead require the Department of Housing and Community Development (DHCD) to develop a document describing options for alteration or waiver of requirements for zoning permits, site plan application incentives, and other considerations that a locality may consider when implementing an ordinance to stimulate affordable housing and include strategies on property owned by a property tax-exempt nonprofit organizations. In the development of the document DHCD shall (1) consult stakeholders, including local governments, nonprofit organizations, and other expert resources; and (2) publish the document on the Department's website no later than December 31, 2025. The Governor's substitute language does not impact counties.
- **General Assembly action:** Accepted the Governor's amendments. This bill will become law as amended by the Governor.



PHOTO CREDIT: [Harrisonburg, VA Tourism](#)

Visit Rockingham County and the Rockingham County Historic Courthouse

Location: 80 Courthouse Square / Market Street

Built: 1896 – 1897

Style: Romanesque

Architect: T J Collins & Son

Contractor: W E Spiers

Description: The building faces south and is a three story buff colored rough cut stone structure. The building is located on the landscaped grounds of Courthouse Square in the center of Harrisonburg. The south front has a one story stone porch with three arches and one arch on each side. The second story has a balcony with square stone tower rising to five stories with clock and green colored dome at the top. The hipped roof is red colored. In the interior, the Circuit Court courtroom is located on the second story and has a tall oak judge's bench set in a recess. Behind the bench is a paneled screen with carved tablet of the scales of justice. Paneled doors divide the chamber from the auditorium which has a sloping floor. The former District Court courtroom was on the third story. The building houses the County Circuit Court of the 26th Judicial District. The building was renovated in 1931. The architect was C H Hinnant of Lynchburg and the contractor was Harrisburg Building & Supply Company. The building was further renovated in 1993 to 1994. The architect was The Mosely-McClintock Group and the contractor was Nielsen Construction Company, Inc.

SOURCE: [American Courthouses](#)



VACo 2025 REGIONAL MEETINGS

- **REGION 4** | April 28 | Brunswick County
- **REGION 1** | May 7 | Sussex County
- **REGIONS 3&5** | May 12 | Henrico County
- **REGION 6&9** | June 5 | Shenandoah County
- **REGION 10** | June 10 | Pittsylvania County
- **REGION 13** | July 21 | Dickenson County
- **REGION 8** | August 20 | Prince William County
- **REGION 2** | August 27 | Gloucester County
- **REGION 7** | King George County
- **REGIONS 11&12** | Bland County

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04/09/2025, 11:00 AM EST

[Register](#)



Social Security: The Choice of a Lifetime

04/16/2025, 11:00 AM EST

[Register](#)



Health Care: Plan for Costs in Retirement

04/23/2025, 11:00 AM EST

[Register](#)



NACo Public Promise Procurement

NACo's Public Promise Procurement platform is a cooperative purchasing initiative designed to help county governments save time and money. Built by the National Association of Counties (NACo), Public Promise Procurement provides counties with access to competitively sourced contracts for essential goods and services.

Key Features of PPP:

- Cost Savings:** Counties benefit from the collective purchasing power of NACo's 3,069 county governments, securing better pricing and terms than they might achieve independently. Additionally, each contract is made as a single award, ensuring competitive pricing and high contract quality.
- Time Efficiency:** Pre-negotiated contracts streamline the procurement process, reducing administrative burden while satisfying the requirements for competitive RFP's.
- Compliance & Transparency:** Contracts meet public sector procurement requirements, ensuring accountability. Each contract is peer-reviewed by an advisory committee of public procurement professionals from across the country.

Elevator, Escalator, Walkway & Lift: New Construction, Modernization, Maintenance & Repair Services

Contract Number 230122, this solicitation was led by Maricopa County, AZ, and awarded to KONE. KONE is a global company that specializes in elevators, escalators, and automatic building doors. It provides solutions for the installation, maintenance, and modernization of vertical transportation systems in buildings worldwide.

Public Safety, Emergency Preparedness & Community Resilience

Contract # 24-6814, this solicitation was led by Cobb County, GA, and awarded to Safeware. Safeware is a leading provider of public safety and emergency response equipment, specializing in protective gear, safety solutions, and disaster preparedness products for government agencies, first responders, and municipalities.

Rental, Lease & Purchase of Equipment & Associated Services & Support

Contract # 240153, this solicitation was led by Maricopa County, AZ, and awarded to United Rentals. United Rentals is the largest equipment rental company in the world, providing a wide range of construction, industrial, and specialty equipment to government agencies.

Government Executive Recruitment & Consulting

Contract # 571947, this solicitation lead by San Diego County, CA, and awarded to WBCP. WBCP, Inc. provides access to government recruiting solutions providing public agencies executive recruitment, talent evaluation and acquisition, and consulting services in obtaining a talented and motivated workforce.

Hanover County names Bret Schardein as new Deputy County Administrator



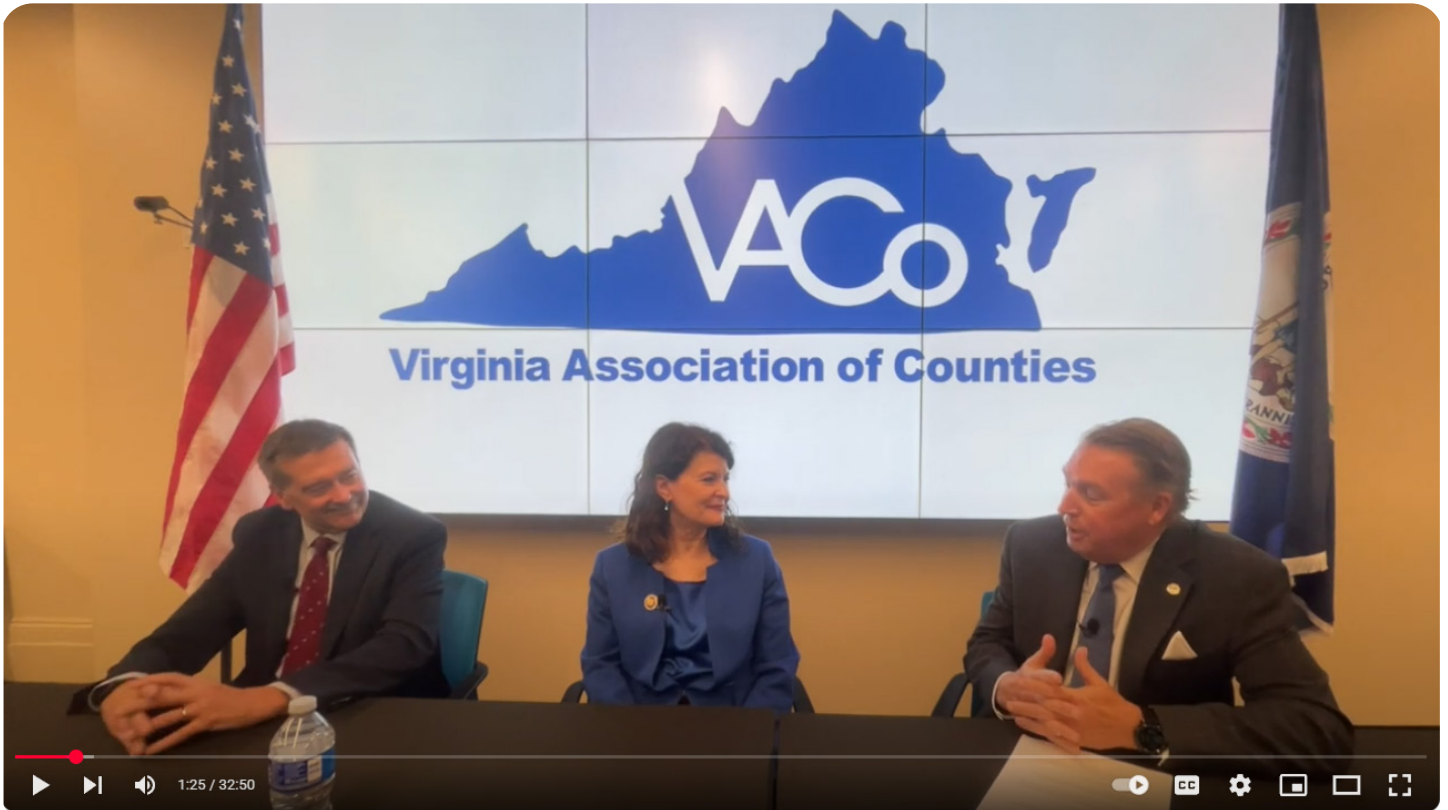
Hanover County Administrator John A. Budesky has appointed Bret Schardein as the County's new Deputy County Administrator. Beginning July 1, Schardein will serve as one of three Deputy County Administrators. He will oversee multiple departments, including Social Services and the Community Services Board, and serve as Hanover's liaison to local and state human services agencies, as well as regional projects and initiatives.

"Bret brings an impressive track record of leadership, strategic vision and genuine dedication to public service," Budesky said. "His expertise and understanding of local government will be invaluable as we continue to enhance the services and support that we provide to our residents."

Schardein has served as Powhatan County Administrator since 2023, after previously serving as interim County Administrator twice. In that role, he leads initiatives focused on community development, public services and strategic planning. Under his leadership, Powhatan County successfully implemented projects that enhanced infrastructure and improved quality of life.

Schardein is a Hanover resident who currently serves on the County's Board of Zoning Appeals. A two-time graduate of Virginia Commonwealth University, Schardein holds an undergraduate degree in Urban and Regional Studies and a master's degree in Urban and Regional Planning.

"Living in Hanover and working in the region, I've experienced firsthand the exceptional work being done in this community," Schardein said. "I'm thrilled to bring my experience and passion to this talented team and look forward to contributing to Hanover's continued success in delivering valuable services to our residents."



Commonwealth Conversations | Senator Barbara Favola and Delegate Terry Kilgore



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COMMONWEALTH CONVERSATIONS

On the eve of the 2025 General Assembly Reconvened Session - VACo Executive Director Dean Lynch sits down with Senator Barbara Favola and Delegate Terry Kilgore to discuss a myriad of issues affecting local governments.

[Watch the Video.](#)

Special General Assembly Committees Grapple with Proposed Federal Funding Reductions, Workforce Cuts



The House of Delegates and the Senate have formed special committees to understand the scope of potential impacts of federal funding reductions on the state budget and the Commonwealth's ability to provide services. The House Emergency Committee on the Impacts of Federal Workforce and Funding Reductions, which is chaired by Delegate David Bulova, held its first meeting at the end of February, prior to the adjournment of the regular session (a recap of that meeting may be found at [this link](#)). The Senate Special Subcommittee on Federal Impacts to Resources met for the first time on April 2, and the House Emergency Committee held its first field hearing on April 8 in Alexandria, which featured a presentation by Fairfax County Chairman Jeff McKay highlighting challenges in the region and proposing several actions the state could take to mitigate the impacts of federal workforce reductions.

The House Emergency Committee will be accepting written public comments through its [online system](#) and has asked for comments focusing on "(i) how federal spending and employment reductions have affected you, your family, and/or your community and (ii) specific policies, programs, and investments the Commonwealth could adopt to mitigate impacts on affected workers and Virginia's economy."

April 2 Meeting of the Senate Special Subcommittee on Federal Impacts to Resources

The Senate Special Subcommittee, which is chaired by Senate Finance and Appropriations Chair L. Louise Lucas, dedicated its initial meeting to a [briefing](#) by Sonya Ravindranath Waddell, Vice President and

More ASSEMBLY on Next Page

Economist with the Federal Reserve Bank of Richmond, on the status of the economy nationwide and in Virginia, and potential risks to the economic outlook. Ms. Waddell cautioned that it is challenging to gauge the state of the economy, as data for key economic indicators is lagging and the most current information available is derived from surveys of household and business sentiment. Ms. Waddell explained that over the last several years, economic growth has been “remarkably resilient” overall, although there has been some softening in the job market, possibly reflecting normalization from an unusually tight labor market during the pandemic recovery. Inflation has been gradually returning to the Federal Reserve’s 2 percent target; however, inflation in goods has recently ticked upward.

The Federal Reserve’s most recent survey of business leaders showed a drop in optimism, with tariffs and trade policy chief among cited concerns; the Federal Reserve’s news release notes that “uncertainty” newly ranks in the top five concerns expressed by survey respondents. Surveys of households have also shown a decline in consumer sentiment in the first quarter of 2025. Subcommittee members discussed whether this indicator may be predictive of a reduction in consumer spending, or whether consumer sentiment is becoming disconnected from consumer behavior.

Ms. Waddell provided several depictions of Virginia’s significant reliance on federal spending. Although Virginia is in the middle of the pack among neighboring states in the Federal Reserve’s Fifth District in terms of grant dollars per capita, Virginia is the top state for contract spending measured in total dollars, and second only to the District of Columbia on a per-capita basis. The meeting concluded with a brief discussion about potential impacts of tariffs on rural areas in Virginia that rely on industries dependent on exports, such as agriculture. The subcommittee’s next meeting is scheduled for May 20 in Northern Virginia.

April 8 Meeting of the House Emergency Committee on the Impacts of Federal Workforce and Funding Reductions

The House Emergency Committee’s hearing stretched for the better part of a day and featured perspectives from regional leaders, as well as representatives of higher education. The day began with a [presentation from the Weldon Cooper Center for Public Service](#) that expanded upon the briefing provided to the Committee at its initial meeting in February. Hamilton Lombard, João Ferreira, and Terry Rephan presented more detailed estimates of federal employment and contracting in Virginia, explaining that they estimate the number of federal civilian employees in Virginia at 321,516 (nearly tied with California in numbers of employees, with a much smaller population, and trailing only Maryland in terms of the percentage of residents employed by the federal government). Federal civilian employees in Virginia are highly educated and well-compensated and largely work in agencies related to defense and homeland security. As noted by Ms. Waddell last week, Virginia is the top state for federal contracting, with \$109 billion in federal contracts; 62 percent of these dollars are spent in Northern Virginia, and 16 percent are spent in Hampton Roads, translating to 441,488 jobs in the state dependent on federal contracting. Weldon Cooper staff estimate that the \$4.4 billion in local government revenue received from the federal government represents 10 percent of all local government revenues and supports 35,000 jobs. When adding the federal civil workforce to estimates of members of the armed forces in Virginia and the jobs supported by federal contracting, 16.1 percent of all full- and part-time jobs in Virginia are associated with the federal government. A 5 percent reduction in federal civilian employment would result in an estimated state GDP loss of \$3.1 billion; a 10 percent reduction would represent a \$6.1 billion loss. (These figures represent the immediate impact and do not include models of recovery in the out-years.) Committee members discussed challenges in matching dislocated workers’ skills to available jobs and the danger of losing skilled workers to opportunities in other states.

Committee members heard presentations from several regional perspectives, led by Fairfax County Chairman Jeff McKay, who commended the Committee for its sense of urgency. He encouraged members not to dwell on the details of estimated job losses, noting that the data is fluid but that the impact is large by any estimation. He offered several suggestions for state assistance, including adjustments to child care subsidy policy to ensure that providers are not harmed by drops in attendance associated with loss of employment among federal workers and that dislocated workers have time to secure other employment; housing assistance to avoid evictions and foreclosures of dislocated federal employees and contractors; utility assistance and a shutoff moratorium; state funding to stabilize community-based organizations; assistance for dislocated workers in the transition to the private sector; and support for research and development and commercialization in the high-tech industry.

Jill Kaneff, the Senior Regional Demographer at the Northern Virginia Regional Commission, provided [information](#) on the Commission's data collection efforts, including limitations of the current data sources on unemployment claims. Mark Carrier, Chair of the Northern Virginia Chamber of Commerce, highlighted the vulnerability of the region's hospitality industry to federal spending reductions and reported on the Chamber's efforts to collect information from its members about the impacts of current policy decisions and its work to develop a plan to nurture new industries in the region. Patrick Small, Economic Development Director for the City of Manassas and Chair of the Northern Virginia Economic Development Alliance, discussed opportunities to reduce the region's dependence on federal spending; he advocated for the Virginia Economic Development Partnership and other state workforce agencies to make a concerted effort to market the region's skilled and educated workforce to new industries, and also encouraged the legislature to develop a program similar to the existing Business Ready Sites Fund that would assist with redevelopment of vacant office space. Alissa Tafti, Chair of the NoVA Labor Federation's Federal Labor Caucus, discussed the impacts of layoffs and firings, as well as the frequent reversals of these decisions, on federal workers.

The afternoon's presentations included [an overview of the federal budget process](#), a [discussion of potential federal reductions to higher education research](#), and [a presentation by Dr. Anne Kress](#), President of Northern Virginia Community College, on the NOVAnext initiative, which seeks to assist dislocated federal workers with attaining new workforce credentials or otherwise preparing for new employment. Committee members commended this project for its quick launch and leveraging of the existing FastForward program and expressed interest in expanding it to other institutions. During the meeting's concluding roundtable, Committee members raised several issues for further consideration, including the importance of mental health supports, the need to bolster community organizations and nonprofits, and the need for additional short-term housing assistance. Several members expressed an interest in hearing from the Department of Taxation at a future meeting regarding state revenue modeling, as well as better understanding how the timing of federal tax policy actions might affect Virginia's income tax structure. Members were also interested in further discussion about impacts to K-12 and potential loss of services in rural areas associated with federal funding reductions.

The Committee plans to conclude its work and provide recommendations by Labor Day. Its next meeting is scheduled for May 12 in Wytheville and will focus on health and human services, rural issues, and housing.

VACo Contact: [Katie Boyle](#)

Chesapeake Watershed Investments for Landscape Defense (WILD) Grants Request for Proposal



The National Fish and Wildlife Foundation (NFWF), in partnership with the U.S. Fish and Wildlife Service (FWS), is soliciting proposals through the 2025 Chesapeake WILD Grants program to conserve, protect, and restore vital fish and wildlife habitat of the Chesapeake Bay and its tributary rivers and streams. Interested applicants should prepare to submit full proposals no later than 12:00PM Tuesday, May 13, 2025.

NFWF, in partnership with FWS, is soliciting proposals through the Chesapeake Bay Stewardship Fund (CBSF) to restore, conserve, and connect fish and wildlife habitat of the Chesapeake Bay and its tributary rivers and streams.

In 2025, NFWF and FWS offer three distinct grant opportunities through the Chesapeake WILD Grants program:

- 1. WILD Implementation** grants of **\$75,000 to \$500,000** will be awarded for proposals that result in direct and measurable on-the-ground conservation, stewardship of fish and wildlife habitats and related conservation values.
- 2. WILD Collaborative Conservation** grants of **up to \$200,000** will be awarded to support *existing* multi-party partnerships and/or networks of partners collaborating and coordinating to implement conservation actions that measurably contribute to WILD Program priorities. We encourage proposals that advance cross-jurisdictional conservation efforts aimed at scaling placed-based actions toward greater landscape-scale habitat conservation and restoration outcomes.
- 3. WILD Planning and Technical Assistance** grants **up to \$75,000** will be awarded for projects that help advance *future* on-the-ground actions to conserve, steward, and enhance fish and wildlife habitats and related conservation benefits in the Bay watershed through community-based assessment, planning, design, and other technical assistance-oriented activities.

For more information please visit [this website](#).

VACo Contact: [James Hutzler](#)

2025 Stormwater Local Assistance Fund Needs Survey



In 2019, the Stormwater Management Act (Code of Virginia § 62.1-44.15:24 *et seq.*) was amended to require the Department of Environmental Quality (DEQ) to annually determine an estimate of the amount of Stormwater Local Assistance Fund (SLAF) matching grants expected to be requested by local governments for eligible projects related to planning, designing, and implementing stormwater best management practices.

The DEQ is seeking local input to identify the future funding needs for SLAF eligible nutrient reduction projects in the Commonwealth. This survey intends to capture an estimate of the SLAF funding needed for permittees conducting stormwater projects in the near future.

The data obtained from this survey will be used to prepare the estimate of the amount of SLAF matching grants expected to be requested by local governments. The estimate will be included in the biennial funding report submitted to the Governor pursuant to § 2.2-1504 and will be included in the Chesapeake Bay and Virginia Waters Clean-up Plan and Report submitted annually by the Secretary of Natural and Historic Resources to the Governor and the General Assembly pursuant to § 62.1-44.118.

For the 2025 survey, your **submission must be received by May 16, 2025** for DEQ to include your information in these related reports that are subject to other deadlines of their own.

You can access the survey here: bit.ly/4iLvzK4

VACo Contact: [James Hutzler](#)



April 2025 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: April 28th – May 23rd

- 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: May 26th- May 30th

COURSE 2: June 2nd - June 27th

- 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: June 30th – July 4th

COURSE 3: June 30th – July 25th

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

COURSE 4: July 28th – August 1st

- Module 1: It’s All About People
- Graduation: August 1st



“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



Photo speed monitoring devices: [HB 2718 \(Leftwich\)](#) deals with the use of photo speed monitoring devices in school crossing zones. As passed by the General Assembly during the regular session, the bill provides that a sworn certificate or facsimile affirmed by a law-enforcement officer based on inspection of images produced by a photo speed monitoring device is not prima facie evidence of a vehicle speed violation unless the images document the presence of signage indicating a school crossing zone at the time of the violation.

- **The Governor's amendments** are clarifying in nature.
- **General Assembly action:** Accepted the Governor's amendments. This bill will become law as amended by the Governor.

Recordation and property tax exemptions:

[HB 1699 \(Askew\)](#), as passed by the General Assembly during the regular session, eliminates the recordation tax exemption for the Virginia Division of the United Daughters of the Confederacy and eliminates the real and personal property tax exemption for this group and several other entities.

- **The Governor's amendments** would add a reenactment clause to the bill and direct the Department of Taxation to study the impact of exemptions to the state recordation tax on state government revenues and the exemptions to real and personal property tax by classifications set or designations made on or before July 1, 1971, and the impact of such exemptions on local government revenues.
- **General Assembly action:** Rejected the Governor's amendments. The Governor now has a 30-day deadline to take final action on this bill.

[HB 1970 \(Watts\)/SB 1202 \(Deeds\)](#) respond to a specific case in the City of Winchester and clarify that the Constitutional property tax exemption for property owned by "institutions of learning not conducted for profit, so long as such property is primarily used for literary, scientific, or educational purposes or purposes incidental thereto" includes institutions licensed by the Department of Education that provide special education and related services pursuant to the federal Individuals with Disabilities Education Act.

- **The Governor's amendments** stipulate that these provisions are declarative of existing law.
- **General Assembly action:** Accepted the Governor's amendments. These bills will become law as amended by the Governor.

[HB 2302 \(Sickles\)](#) relates to the Constitutional exemption for real and personal property owned by churches and religious bodies and stipulates that property on which a new structure is being built to replace or rebuild a church or other building for religious worship qualifies for the exemption. The bill contains certain guardrails; as passed by the General Assembly during the regular session, the bill included a requirement that construction will commence no later than six months after discontinuation of the property's previous use.

- **The Governor's amendments:** In order to address the situation that prompted the legislation, the Governor's amendment extends the window to begin construction to five years. Given the guardrails included in the legislation and the specificity of the situation it aims to address, VACo had no position on the bill.
- **General Assembly action:** Accepted the Governor's amendments. This bill will become law as amended by the Governor.

Recovery residences: [SB 838 \(VanValkenburg\)](#), as passed by the General Assembly during the regular session, changes the existing civil penalty for operating a recovery residence that is not certified by the Department of Behavioral Health and Developmental Services (DBHDS) to a Class 1 misdemeanor and directs the establishment of a workgroup to develop a process for state oversight of recovery residences, to include credentialing guidelines and a process for investigation of complaints. The bill authorizes the Department of Behavioral Health and Developmental Services to issue provisional certification on a temporary basis to a recovery residence that has indicated an intent to receive accreditation by or membership in a credentialing agency.

- **The Governor's amendments** revise the language regarding "provisional" certification to instead provide for "conditional" certification and specify that conditional certifications may be revoked for serious health and safety concerns.
- **General Assembly action:** Accepted the Governor's amendments. This bill will become law as amended by the Governor.

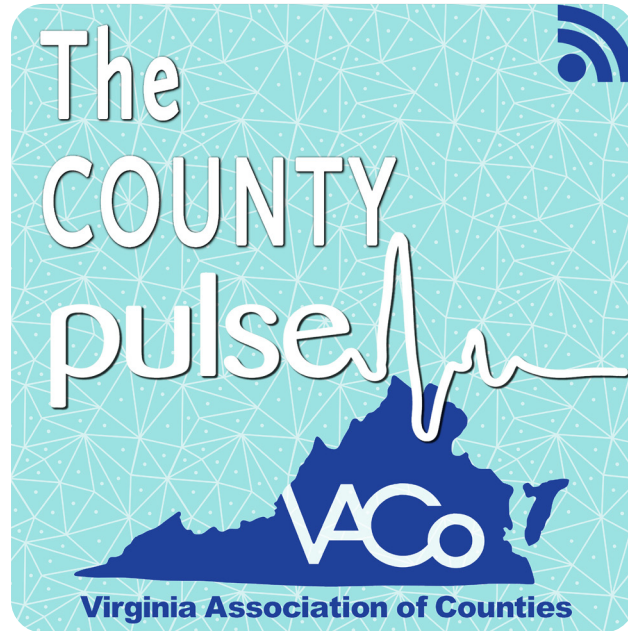
Towing: [SB 1332 \(Marsden\)](#), as passed by the General Assembly during the regular session, increases the maximum hookup and initial towing fee of a passenger car from \$150 to \$210 and makes provisions that authorize a towing and recovery operator to charge a fuel surcharge fee of \$20 for the removal of certain vehicles permanent; however, a towing and recovery operator would be prohibited from charging such a fee in any locality where the governing body has adopted an ordinance setting reasonable limits on fees in accordance with existing law and has conducted a review considering an adjustment of such limitations by December 31, 2025.

- **The Governor's proposed substitute** includes only the language increasing the maximum hookup and initial towing fee; this action allows the current fuel surcharge fee to expire on July 1, 2025.
- **General Assembly action:** Accepted the Governor's amendments. This bill will become law as amended by the Governor.

Employer liability: [HB 1730 \(Delaney\)](#) and [SB 894 \(Perry\)](#), as passed by the General Assembly during the regular session, establish an expansive legal framework for holding employers liable in civil actions involving victims who have been harmed by an employee's actions. This would create a great burden on public employers, who by the very nature of providing services for the public would be subject to claims and liability related to the acts of employees that they may not be able to foresee or anticipate.

- **The Governor's amendments** are helpful to localities as employers, as they would create more feasible standards of employer responsibility for employees' actions. The amendments also narrow the definition of "vulnerable victim."
- **General Assembly action:** Rejected the Governor's amendments. The Governor now has a 30-day deadline to take final action on these bills.

VACo Contacts: [VACo Legislative Team](#)



Season 5

Energy Landscape of Virginia Series with Joe Lerch

Episode 10 | Harvesting Excess Heat from Data Centers for Energy – District Energy Systems



[Listen to the Podcast.](#)

Energy Landscape of Virginia Episode 10 | Harvesting Excess Heat from Data Centers for Energy – District Energy Systems. District Energy Systems are a proven engineering solution that conveys heat between suppliers and users, between or among buildings. Excess heat generated by the multitude of data centers located Virginia provides an opportunity to supply heat to adjoining uses, thereby reducing overall energy consumption within what is known as a District Energy System. Joe Lerch talks with Executive Director Bob Lazaro, and Senior Regional Planner Dale Medearis with Northern Virginia Regional Commission, about their longstanding work on promoting the use of District Energy Systems as part of an overall energy savings and efficiency strategy for the region. We'll learn how leaders in the data center industry are making this happen, and what local governments can do to facilitate the use of excess heat from their operations. Where to find out more about topics covered in this episode...

- [District Energy Supported by Excess Heat from Data Centers – NVRC Site Visit Markham, Canada](#)
- [District Energy and the Potential for Applications in Northern Virginia – NVRC webinar/ October 22, 2024](#)
- [NVRC Resilience Hub](#)
- [Data Center Proximity to Public Facilities \(interactive map\)](#)
- [District Energy Systems: An Analysis of Virginia Law](#)

VACo Contact: [Joe Lerch, AICP](#)

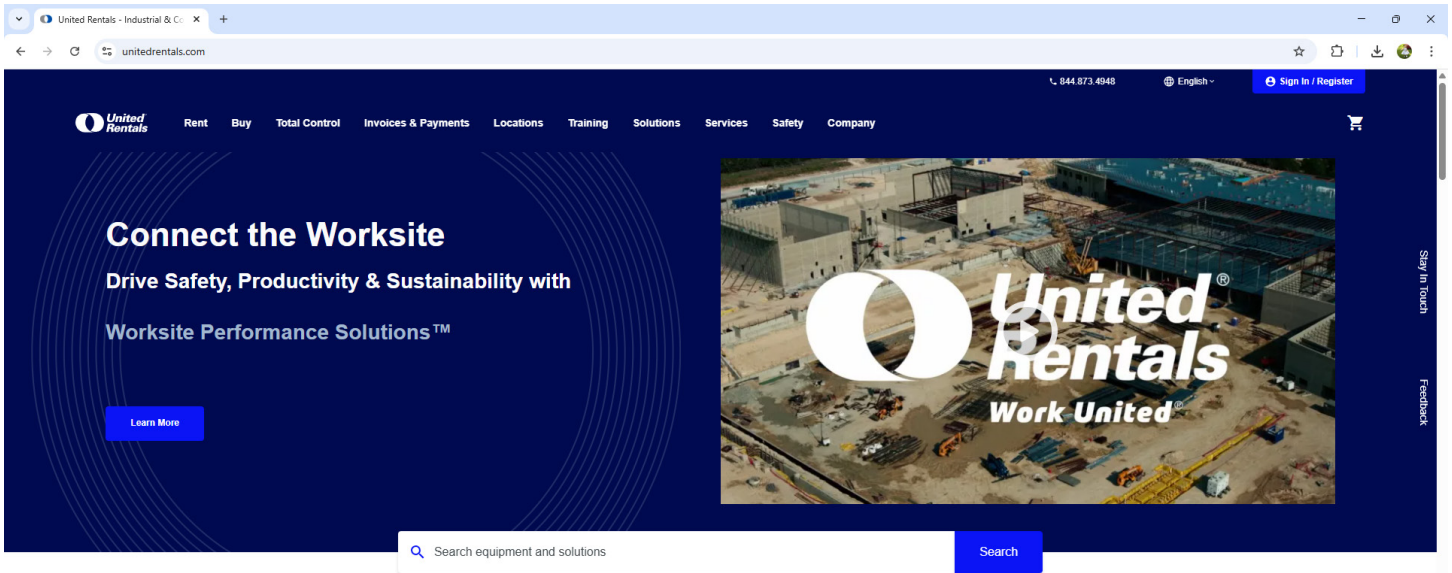
EMS Drug Kit Transition Webinars



The Virginia Department of Health (VDH) Office of Emergency Medical Services (OEMS) in collaboration with the Virginia Hospital & Healthcare Association (VHHA) and the Virginia Society of Health-System Pharmacists (VSHP), is pleased to announce a series of webinars that will cover the upcoming drug kit transition affecting Virginia's EMS agencies in 2025. Subject matter experts from the Drug Enforcement Administration, pharmacy and hospital partners, as well as other regulatory bodies will be keynote speakers in these training sessions.

These 60-minute webinars will be held bi-monthly and will be recorded and posted on the OEMS website for those unable to attend.

[Click Here for a Listing of Webinars](#)



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You are not merely a customer of VAcorp; you **are** VAcorp! We are both owned and governed by you – our members! VAcorp is created under 15.2-2700 of the local government code where all assets and surplus belong to the members. In addition, VAcorp is controlled by a Supervisory Board that is elected from and by our members. The Board determines and approves all major risk pool decisions, and as a voting member, you have a voice in the decisions that matter most.

Know Who You Are

Because you are VAcorp itself, we think it is critical that you understand exactly what VAcorp is and why it exists. Many simply think of us as their “insurance carrier” – writing customized coverages and handling claims when they occur – but we are so much more!

Our History

The Birth of Risk Pools

VAcorp is not an insurance company, but rather a Risk Pool.

Unstable economic conditions in the mid-1980s led to a commercial insurance crisis with ballooning premiums and widespread policy cancellations. As a result, Risk Pools began to form as an alternative to volatile traditional carriers, allowing Pool members to exert more control over their coverages and costs. Today, almost all public sector entities throughout the country get their coverage from Risk Pools rather than from commercial insurance companies.

VAcorp’s Origin

VAcorp was founded by a handful of Virginia counties in 1993. The ultimate goals of the program were to provide **cost stability**, the most **comprehensive coverages** possible, and **custom services** tailored specifically to the unique needs of our members. While we are pleased by how well our prices compare against the competition, our goal was never to guarantee the lowest cost. Instead, we promised to avoid the wild price swings that we’ve seen in other providers and provide stable pricing year after year, and that is exactly what we have delivered. VAcorp rates are actually **lower today in 2024 than they were in 1993!**

VAcorp’s Growth

Today, VAcorp is the **largest self-insurance risk pool** for public sector entities in the Commonwealth with a membership retention rate of better than 98%. Over the years, we have expanded beyond counties to include municipalities, school divisions, authorities, volunteer fire & rescue companies, state agencies, and non-profits funded by taxpayer dollars. **Over 560 members** have joined VAcorp, including 8 of the 10 largest counties, 8 of the 10 largest cities, and 8 of the 10 largest school divisions. We believe that the extraordinary success of the program can be attributed to our unwavering commitment to our founding principles.

VAcorp Exists to Serve You

VAcorp was created solely to serve Virginia's public sector entities, and from day one until now, we have never lost sight of that purpose. Because we answer only to our members, every decision is designed to benefit the group over the long haul.

VAcorp advocates for local government through a myriad of partnerships with affiliated associations including: VACo, VSBA, VLGMA, VASS, VFGOA, VASBO, LGA, Regional Jail Association, PDC, etc. While there is a cost associated with these partnerships, they add value to the group by aiding in our ability to lobby the General Assembly on behalf of our members.

You may not always see the immediate payoff, but every VAcorp decision is made in alignment with our vision to serve our members and promote the health and longevity of your program.

Take a look at a few of VAcorp's milestones over the years:

- **1993** - VAcorp is established with 12 founding members and less than \$700,000 in annual contribution.
- **1998** - VAcorp terminates service contract with claims administration vendor and hires staff to promote more control and efficiency.
- **1999** - VAcorp offers coverage to K-12 Public Schools across the Commonwealth.
- **2001** - VAcorp begins offering Public Officials Liability coverage in response to VARisk offering limited coverage.
- **2004** - VAcorp begins providing Environmental Liability coverage to all members at no additional cost. Even in 2024, VAcorp is the only provider offering this coverage with a low \$25,000 deductible. Other providers offer this coverage with a \$250,000 deductible.
- **2008** - VAcorp responded to the great recession by freezing rates and providing financial relief with over \$8,000,000 in dividends to members.
- **2011** - VAcorp introduces Line of Duty Act (LODA) coverage, creates the only LODA trust in the state, and absorbs existing LODA losses in response to the state pushing this cost to the local level. VAcorp paid all of its members' 2010 past liability for over \$1,000,000.
- **2013** - VAcorp merges with the VSBA Self-Insurance Group and assumes their liabilities to prevent School Boards from being assessed. This action saves Local Governments in excess of \$5,000,000.
- **2013** - VAcorp becomes the first to offer Cyber Risk coverage in Virginia offering the broadest coverage available to local governments anywhere in the US.
- **2016** - VAcorp offers Student Accident and Catastrophic Accident coverage in order to fill VHSL coverage gaps.
- **2020** - VAcorp provides over \$5,000,000 in rate credits during the COVID pandemic to assist members.
- **2023** - VAcorp includes security risk management coverage (active shooter) for all members (coverage has been included for Schools since 2013).





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CONTACT US TODAY

Questions?

Contact Steve Mulroy
804-648-0635

[**smulroy@valocalfinance.org**](mailto:smulroy@valocalfinance.org)



Let's Talk Revenue

\$3 Billion & Counting for Local Governments: Maximize the value of your cash with our strategic liquidity solutions.



If you have just 30 minutes to start a conversation, we'd appreciate the opportunity to share (and show) more about the **\$3 Billion+ in new revenue** generated by public entities using our proven solutions—solutions that if we cannot make you money to benefit your bottom line, **cost you nothing**—simple as that.

Just think, what would being able to **fund an entire department** with new revenue mean for your local government **without raising taxes**?

If you can spare a quick 30 minutes to chat, we'd love to share (and show) more about the **value of our team** and services we can provide to your entity.

[**START A CONVERSATION TODAY**](#)



OneDigital is thrilled to be one of VACo’s 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.



OUR SOLUTIONS FOR EMPLOYERS

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- Recruiting
- Development & Training

SUPPORT

- Benefits & Compensation
- Total Wellbeing
- Productivity
- Retirement Readiness

ENGAGE

- Culture
- Education & Fiduciary
- Literacy
- Communications

PROTECT

- Compliance
- Workplace Safety
- Operational Continuity
- Cyber Security



Ritter Jonas
 Senior Business Development Executive
 804.393.2122 | rjonas@onedigital.com



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.

Enter the 2025 VACo Achievement Awards

Deadline is July 1, 2025



Dear **VACo Members** –

It's time for the 2025 Achievement Awards Program. Any county department is eligible to compete so **ENTER NOW!**

[2025 Achievement Awards Submission Form](#)

All entries are required to be submitted in electronic form. No paper copy submissions are necessary. The electronic submissions should be a PDF or WORD file. **Electronic submissions through the link above must be received by July 1, 2025.**

Last year, [we processed 145 entries](#) and selected 45 winners from over 30 Counties. VACo presented awards at Board of Supervisors Meetings, recognized winners at the 90th Annual Conference, and issued a news release to statewide media.

The judges for the 2025 Achievement Awards will be announced soon.

VACo has received more than 1,000 entries over the past decade. Last year's Best Achievement winner was **Smyth County** for its "**Smyth Grow**" program.

VACo encourages all Counties, big and small, to enter the 2025 Achievement Awards Program. Please contact gharter@vaco.org with questions or for more information.

[Achievement Awards Submission Form](#) | [Achievement Awards Website](#)
[2024 Achievement Awards Press Release](#) | [Past Achievement Award Winners](#)

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Thank you Wythe County Chief Deputy [Anthony Cline](#) for sharing your experience with Blue Line Solutions!



Thank you Sussex County Sheriff [Ernest Giles](#) for sharing your experience with Blue Line Solutions!

Premier Partner Spotlight

Blue Line Solutions Testimonials

Blue Line Solutions is making a positive impact on communities all over Virginia. In Smyth County - **Blue Line Solutions** recorded during a five-day period that there were 3,530 vehicles traveling through school speed zones at 10mph or higher above the speed limit. That's over 12,000 speeding vehicles a month during school days.

Blue Line Solutions uses information and communications rather than focus on enforcement to reduce speeds in school zones.

During **Blue Line Solutions** Public Information Phase of its program in Smyth County - the number dropped to 213 over a five-day period. That's without writing one ticket. The community heard the problem and reacted to it. During the warning phase - the number dropped to 175. Then during the enforcement phase - it dropped to 72. That's a 98 percent reduction of speeders compared to before the **Blue Line Solutions** program.

"That's absolutely fantastic that we can make a difference in a community," Blue Line Solutions CEO/Founder Mark Hutchinson said.



INTRODUCING A NEW VACo PREMIER PARTNER

Anthony Chapman

National Program Director

NACo Public Promise Procurement

Direct: 804.399.1821

Email: achapman@naco.org

Website: www.publicpromiseprocurement.org

The PPP resource hub is up and available at...

<https://publicpromiseprocurement.org/resourcehub>



The VA250 Mobile Museum: A Classroom on Wheels

Get ready to bring Virginia's history to life! The VA250 Mobile Museum Experience, a hands-on, interactive, and immersive museum on wheels, is coming early 2025. This unique experience will transport students back in time, exploring key stories from every region of the state.

Perfect for:

- **Schools:** Enhance your curriculum with a memorable field trip.
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- **Local festivals:** Attract visitors with a fascinating historical exhibit.

Book the museum for your school or community event today! Visit [the VA250 website](#) for more information and to schedule a visit.



Get your VA250 license plates - now available

Are you ready to show your pride in America's 250th anniversary? The VA250 commemorative license plate is now available for purchase! As a symbol of our nation's rich history and bright future, this limited-edition license plate offers a unique opportunity to drive with a piece of history.

By purchasing a VA250 license plate, you're not only adding a stylish touch to your vehicle, but you're also supporting a worthy cause. A portion of the proceeds from each plate sold will be donated directly to VA250, a non-profit organization dedicated to creating educational programs, events, and exhibits to commemorate America's 250th anniversary.

Don't miss out on this opportunity to own a piece of history and support a great cause. [Visit the Virginia DMV website](#) to purchase your VA250 license plate today.

VACo Seeks to Create Mentorship Program for Supervisors



Dear Members/County Administrators...

VACo is blessed to have many smart and experienced Supervisors. This year we welcomed a slew of newly elected Supervisors, some of whom have expressed interest in being mentored. VACo thrives when Supervisors connect and share experiences and challenges. Therefore, we would like to establish an informal, voluntary mentoring program to offer opportunities for personalized connections among Supervisors.

If you are interested in being a mentor or being connected with a mentor, please contact Karie Walker, kwalker@vaco.org or 804-343-2504.

We look forward to hearing from you!

Sincerely,

Karie Walker
Director of Programs and Development
Virginia Association of Counties

**Virginia County Supervisors' Manual
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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](mailto:Valerie.Russell@vacounty.org).

[ASSISTANT COUNTY ADMINISTRATOR](#) | Isle of Wight County | Posted April 11

[ADMINISTRATIVE ASSOCIATE](#) | Fauquier County | Posted April 10

[KINSHIP/FOSTER CARE TRAINER](#) | Montgomery County | Posted April 10

[DEPUTY REGISTRAR](#) | Montgomery County | Posted April 10

[SENIOR MANAGER FOR ECONOMIC DEVELOPMENT](#) | Albemarle County | Posted April 8

[ADMINISTRATIVE ASSISTANT PART TIME](#) | Mathews County | Posted April 8

[ZONING & BUILDING PERMIT TECHNICIAN](#) | Madison County | Posted April 8

[LICENSED PRACTICAL NURSE \(GALLOWAY\)](#) | Chesterfield County | Posted April 8

[COOK/HOUSEKEEPER \(GALLOWAY PLACE\)](#) | Chesterfield County | Posted April 8

[RESIDENTIAL COUNSELOR \(IN HOME PROGRAM\)](#) | Chesterfield County | Posted April 7

[COLLECTION MANAGEMENT ASSISTANT](#) | Chesterfield County | Posted April 8

[MENTAL HEALTH COUNSELOR](#) | Chesterfield County | Posted April 8

[DEPUTY CLERK I](#) | Madison County | Posted April 7

[COMBINATION BUILDING INSPECTOR](#) | Culpeper County | Posted April 7

[BUILDING/PROPERTY MAINTENANCE INSPECTOR](#) | Amherst County | Posted April 7

[APPLICATION DEVELOPMENT & SUPPORT MANAGER](#) | Arlington County | Posted April 7

[EMPLOYMENT OPPORTUNITIES](#) | Spotsylvania County | Posted April 7

[AUTOMOTIVE TECHNINCIAN](#) | Chesterfield County | Posted April 4

[RESIDENTIAL AIDE \(PART TIME\)](#) | Chesterfield County | Posted April 4

[CODE ENFORCEMENT, EROSION & SEDIMENT \(E&S\) PROGRAM MANAGER](#) | Orange County | Posted April 4

[COMBINATION BUILDING INSPECTOR](#) | Orange County | Posted April 4

[TOURISM DIRECTOR](#) | Blacksburg/Christiansburg/Montgomery County | Posted April 4

[COUNTY ENGINEER](#) | Montgomery County | Posted April 3

[GYMNASTICS ASSISTANT](#) | Gloucester County | Posted April 3

[RECREATION AIDE](#) | Gloucester County | Posted April 3

[PARK AIDE](#) | Gloucester County | Posted April 3

[LIBRARY CLERK](#) | Gloucester County | Posted April 3

[CUSTODIAN](#) | Gloucester County | Posted April 3

[INSPECTOR I, II, OR COMBINATION INSPECTOR](#) | Gloucester County | Posted April 3

[ZONING TECHNICIAN /ZONING SPECIALIST](#) | Gloucester County | Posted April 3

[UTILITY MAINTENANCE TECHNICIAN](#) | Gloucester County | Posted April 3

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[SENIOR UTILITY MECHANIC](#) | Gloucester County | Posted April 3

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[DEPUTY BUILDING OFFICIAL](#) | Gloucester County | Posted April 3

[ANIMAL CONTROL DEPUTY OFFICER](#) | Gloucester County | Posted April 3

[DIRECTOR OF INFORMATION TECHNOLOGY](#) | Stafford County | Posted April 3

[SYSTEM ADMINISTRATOR II](#) | Madison County | Posted April 3

[EMERGENCY MEDICAL TECHNICIAN - BASIC](#) | Madison County | Posted April 3

[SYSTEM ADMINISTRATOR I](#) | Madison County | Posted April 3

[ENVIRONMENTAL SPECIALIST III](#) | Fauquier County | Posted April 3

[SENIOR ENGINEER](#) | Chesterfield County | Posted April 1

[EMPLOYMENT OPPORTUNITIES](#) | Fluvanna County | Posted April 1

[SENIOR ASSISTANT COUNTY ATTORNEY](#) | Roanoke County | Posted April 1

[MHSS EMPLOYMENT SPECIALIST \(CHESTER HOUSE\)](#) | Chesterfield County | Posted April 1

[PEER RECOVERY SPECIALIST \(CHESTER HOUSE\)](#) | Chesterfield County | Posted April 1

[MHSS EMPLOYMENT ASSISTANT \(PART TIME\)](#) | Chesterfield County | Posted April 1

[SENIOR TRAINING ANALYST/CPR-FIRST AID & CPI \(PART TIME\)](#) | Chesterfield County | Posted April 1

[CUSTODIAN](#) | Chesterfield County | Posted April 1

[SENIOR ENGINEER PART TIME](#) | Chesterfield County | Posted April 1

[MHSS EMPLOYMENT ASSISTANT JOB COACH/CHESTERFIELD EMPLOYMENT SERVICES](#) | Chesterfield County | Posted April 1

[HUMAN RESOURCES DIRECTOR](#) | Loudoun County | Posted March 31

[ZONING ADMINISTRATOR](#) | Mecklenburg County | Posted March 31

[EMPLOYMENT OPPORTUNITIES](#) | Spotsylvania County | Posted March 31

[COUNTY ADMINISTRATOR](#) | Charles City County | Posted March 31

[PLANNER – COMMUNITY DEVELOPMENT](#) | Campbell County | Posted March 31

[JAIL OFFICER LATERAL/CERTIFIED](#) | Hanover County – Pamunkey Regional Jail | Posted March 31

[JAIL OFFICER ENTRY LEVEL](#) | Hanover County – Pamunkey Regional Jail | Posted March 31

[FOOD SERVICES ASSISTANT](#) | Hanover County – Pamunkey Regional Jail | Posted March 31

[SENIOR PLANNER](#) | Fauquier County | Posted March 27

[DIRECTOR OF JOINT ADMINISTRATIVE SERVICES \(FINANCE\)](#) | Clarke County | Posted March 27

[PLANNER – ZONING CASE REVIEW](#) | Hanover County | Posted March 27

[PRINCIPAL ENGINEER](#) | Chesterfield County | Posted March 26

[EMPLOYEE BEHAVIORAL HEALTH CLINICAL PSYCHOLOGIST](#) | Chesterfield County | Posted March 25

[VAN DRIVER](#) | Chesterfield County | Posted March 25

[MHSS EMPLOYMENT SPECIALIST \(JOB COACH\)](#) | Chesterfield County | Posted March 25

[CRISIS CLINICIAN \(FULL TIME\)](#) | Chesterfield County | Posted March 25

[CRISIS CLINICIAN \(PART TIME\)](#) | Chesterfield County | Posted March 25

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[HUMAN RESOURCES CONSULTANT](#) | Berkley Group | Posted March 25

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[DIRECTOR OF COMMUNITY ENGAGEMENT \(LAIV\)](#) | Central Rappahannock Regional Library | Posted March 25

[DIRECTOR, CHESAPEAKE INTEGRATED BEHAVIORAL HEALTHCARE](#) | City of Chesapeake | Posted March 25

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[ENGINEERING INSPECTOR II](#) | Albemarle County | Posted March 20

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[FRAUD INVESTIGATOR](#) | Montgomery County | Posted March 20

[ECONOMIC DEVELOPMENT PROGRAM DIRECTOR DESCRIPTION & APPLICATION](#) | George Washington Regional Commission | Posted March 20

[PRINCIPAL ENGINEER \(ENVIRONMENTAL ENGINEERING\)](#) | Chesterfield County | Posted March 20

[GRANT ACCOUNTING MANAGER](#) | Hampton Roads PDC | Posted March 19

[ENVIRONMENTAL HEALTH & SAFETY COORDINATOR](#) | Chesterfield County | Posted March 18

[DEPUTY COURT CLERK I](#) | Montgomery County | Posted March 18

[EMPLOYMENT SERVICES WORKER-CHILDCARE](#) | Montgomery County | Posted March 18

[ASSISTANT COUNTY ATTORNEY](#) | Hanover County | Posted March 17

[SENIOR HUMAN RESOURCES GENERALIST](#) | Virginia Department of Agriculture and Consumer Services | Posted March 17

[COMMERCIAL BUILDING INSPECTOR](#) | Chesterfield County | Posted March 17

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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