

Virginia Counties Recognized for Model Programs



RICHMOND (August 8, 2025)—The Virginia Association of Counties (VACo) is pleased to announce the 57 recipients of the 2025 Achievement Awards, which recognize excellence in local government programs. VACo received a record 155 submissions.

Winning entries focused on addressing issues of public safety, community development, and health, as well as finding solutions to challenges that counties encounter daily.

[Winning Achievement Award Submissions](#)

[All 2025 Achievement Awards Entries](#)

“Thank you to all who participated in the 23rd year of the Achievement Awards,” VACo Executive Director **Dean Lynch** said. “Every year we seem to receive a record number of submissions. The program grows because counties continue to serve their communities well, and these awards are a reflection of the innovative work. Congratulations to county staff and leadership for their continued hard work and good decision making reflected in all 155 entries.”

[More AWARDS on Next Page](#)

This year's judges were **Charles Hartgrove**, ICMA-CM, Managing Director of the Virginia Institute of Government; **Dr. Sheryl Bailey**, Visiting Professor of Practice at Virginia Tech, and former Chesterfield County Deputy County Administrator; and **Penny Gross**, former longtime Fairfax County Supervisor.

Wythe County and its **Hitachi Energy Arena Revitalization Program** won this year's **Best Achievement Award**.

"Sports tourism has made a significant impact on the Commonwealth, and this project by Wythe County is a transformative public-private initiative that should be reviewed by all of Virginia's localities," Hartgrove said. "Who would have thought ice hockey in rural Virginia would work? Wythe County did, and now the Hitachi Energy Arena stands as an example that rural communities – when challenged – can accomplish anything with vision, partnership, and fortitude. Congratulations to Wythe County for winning the Best Achievement Award."

The judges also selected a Best Small County Achievement Award (50,000 or less population) and a Best Large County Achievement Award. **Dinwiddie County** and its **Middle School Mock Trial** program captured the **Best Small County Achievement Award** while **Chesterfield County** and its **Court Navigator** program earned the **Best Large County Achievement Award**.

Bailey said Dinwiddie County's winning program embodies many of the VACo Achievement Awards principles. "We greatly value collaboration – among counties themselves and among the different departments in counties," Bailey said. "Dinwiddie's program was a collaboration between legal professionals, law enforcement, and students. This learning through shared experiences leaves a lasting impression on all involved. The program also fosters civic awareness and engagement, which we believe help enrich communities. Dinwiddie County continues to be a leader in the Achievement Awards program."

Gross praised Chesterfield County for its program to help families navigate complex court services and obligations when emotions are high. "Court navigation help is needed in every county. Congratulations to Chesterfield County for developing such a service to help youths and their families," Gross said. "Chesterfield County has seen a marked improvement in compliance and reduction in length of time to complete court-ordered services. This program also makes families feel that the county is invested in them and their children."

Chesterfield County tops the all-time Achievement Awards list with 60. Chesterfield County has won an award in each year of the 23-year history of the program. **Henrico County** is second on the list with 51 Achievement Awards while **Loudoun County** is third with 34.

The VACo Achievement Awards is a competitive program open to local government members of the association.

[Winning Achievement Award Submissions](#) | [Achievement Awards Website](#)
[2025 Achievement Awards Entries](#) | [Past Winners](#) | [Past Judges](#)

There's Still Time to Register for the County Officials' Summit

REGISTER TODAY

We are thrilled to welcome statewide candidates and county government leaders from all over the Commonwealth to the 2025 VACo County Officials' Summit next week.

Confirmed speakers Attorney General Jason Miyares, Senator Ghazala Hashmi, and Broadcaster and Businessman John Reid are set to speak on Thursday, August 14 at the Omni Richmond Hotel.

[Click on the agenda for more information.](#)

We also have an all-star county elected officials panel that will discuss civility and conflict resolution. During this election cycle, it's important we remind ourselves about our duties in regards to civility.

Also important that day are steering committee meetings - one of the first steps in building VACo's legislative program. If you are on a committee - we look forward to seeing you.

Please join us on Thursday, August 14 at the Omni Richmond Hotel. [Here's a link to register using Engagifii](#), VACo's new membership platform. If you have any issues - please contact Valerie Russell at vrussell@vaco.org. The initial login takes a few minutes but you will be set up to register for future VACo events.

VACo County Officials Summit



THURSDAY
08.14.2025
OMNI RICHMOND HOTEL

AGENDA

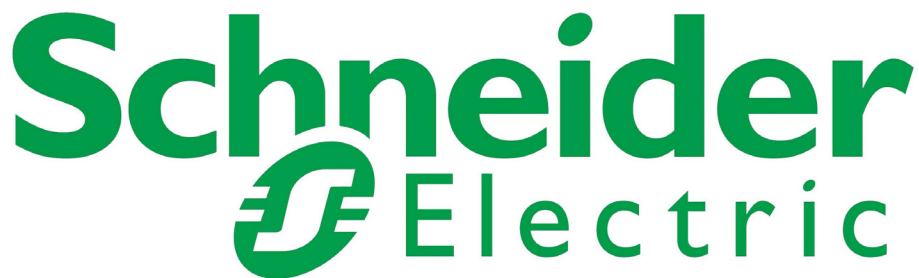
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|-------------|--|
| 730AM | GOOD MORNING JAMES RIVER FOYER Registration and Breakfast <div>Sponsored by American Farmland Trust, Republic Services, Schneider Electric, VAcop, and Zoll</div> |
| 830AM | WELCOME AND INTRODUCTIONS SALON C The Honorable Ruth Larson VACo President James City County |
| 845AM-915AM | LIEUTENANT GOVERNOR ELECTION SALON C The Honorable Ghazala F. Hashmi 15 th Senate District Commonwealth of Virginia |
| 915AM-930AM | MEET OUR SPONSORS BREAK JAMES RIVER FOYER <div>Sponsored by GovDeals</div> |

www.vaco.org



INTRODUCING A NEW VACo PREMIER PARTNER

Schneider Electric



**[Click Here
to Watch the
Video](#)**

Abby Weigel

Account Executive | 804.248.0523 | abby.weigel@se.com

Kevin DeLeon

Account Executive | 804.517.2819 | kevin.deleon@se.com

Website: www.se.com/ww/en/about-us/sustainability/



Visit Surry County and the Surry County Historic Courthouse

Location: 28 Colonial Trail East / Rolfe Highway

Built: 1923 – 1924

Style: Classical Revival

Architect: G A Berryman

Contractor: Gooch-Williams

Description: The building faces north and is a two story red colored brick and concrete structure. The building is located on spacious landscaped grounds in the center of Surry. The north front has a large porch with six white colored columns rising to a wide header with entablature at the roof line. The windows are arched. A projecting cornice runs below the roof line cornice. In the interior, the main courtroom is located on the second story and has the original judge's bench which is contained in a recessed arch. The building houses the County Circuit of the 6th Judicial Circuit. The building was renovated in 2009. The architect was Moseley Architects and the contractor was W M Schlosser 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 10** | June 12 | Pittsylvania County
- **REGION 7** | June 16 | King George County
- **REGION 13** | July 21 | Dickenson County
- **REGIONS 11&12** | July 22 | Bland County
- **REGION 8** | August 20 | Prince William County
- **REGION 2** | August 27 | Gloucester County
- **REGIONS 6&9** | September 18 | Shenandoah County



Lunch and Learn with VACo Premier Partner – Berkley Group

Building a Winning Workforce: Developing People to Deliver Results

Your people are the foundation of your organization's success. This lunch and learn session explores how strategic workforce development can drive innovation, growth, and exceptional service delivery. We will demystify what workforce development really means, and delve into programs, activities, and policies that improve employee competencies to meet both current and future organizational needs.

VACo County Members, please join us in this interactive session to learn actionable strategies for:

- *Recruiting and retaining the right talent.*
- *Developing employees' skills to unlock their full potential.*
- *Managing performance effectively to achieve organizational goals.*

With Berkley Group's Cindy Taylor, PSHRA-SCP, SHRM-SCP

Cindy Taylor has over 30 years of public sector human resource experience. Prior to joining the Berkley Group, Cindy was a Performance Consultant with Chesterfield County's Learning & Performance Center where she designed and delivered programs which support leadership development, interpersonal skills, strategic planning and customer service.

Wednesday, September 17, 2025 | 11AM-1PM

Lunch compliments of Berkley Group provided by

[Sally Bell's Kitchen](#)

VACo Training Center | 1207 East Main Street | Richmond, VA 23219

Please RSVP to Karie Walker at kwalker@vaco.org by September 5



Let's Make an Impact, Together.

Our projects create best-in-class public sector infrastructure that delivers a healthy, safe, and sustainable future for all.

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Make your infrastructure work for you. Our projects make your facilities and critical infrastructure more energy efficient, sustainable, and resilient. Our solutions are engineered with the latest software and technology to give you confidence in your facilities' performance for years to come.

[Learn More](#)



Funding

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[Learn More](#)

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TIME

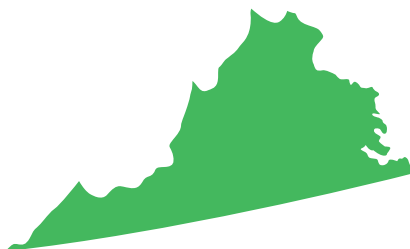
World's #1 Most Sustainable Company
By TIME Magazine and Statista

**Guidehouse
INSIGHTS**

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“

This project is one that has been years in the making and the BRWA started seeing cost savings before the project was even completed. Rarely is it possible to have a major treatment plant upgrade project that pays for itself with operational savings, let alone a construction project that helps to protect the environment. This project has all that and more.

Brian Key, BRWA Executive Director

”



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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.

Jennifer Van Ee Appointed Legislative Affairs Director



Jennifer Van Ee has been appointed director of the Office of Government Relations, effective July 26. She succeeds Claudia Arko, who served Fairfax County with distinction until her unexpected passing earlier this year.

Van Ee brings more than a decade of experience in legislative strategy, public policy and intergovernmental affairs to her new role. Most recently, she served as acting legislative director for Fairfax County, where she led federal and state advocacy efforts in coordination with the Board of Supervisors and county leadership. In this role, she developed policy, formulated political strategies and engaged with elected officials to advance county priorities. She also managed a team overseeing government relations and policy development.

Previously, Van Ee served as deputy legislative director, coordinating legislative strategy, monitoring state and federal policy, and representing the county's interests to elected bodies. Her work contributed to the successful advancement of several Board-supported initiatives and the development of key intergovernmental relationships.

Earlier in her career, Van Ee held positions with Arlington County's Department of Human Services, where she worked on policy implementation, regulatory compliance and interagency collaboration. She also supported adoption services, training and technical assistance programs, and federal grant initiatives in earlier roles with nonprofits and contractors serving public-sector clients.

The Office of Government Relations represents Fairfax County before the Virginia General Assembly, the U.S. Congress and regional bodies, advocating for policy decisions that support the county's legislative priorities.

Van Ee holds a master's degree in social policy from the University of Chicago and a bachelor's degree in political science and history from Trinity Christian College.

For more information about Fairfax County's positions and legislative advocacy on behalf of the county and its residents visit: www.fairfaxcounty.gov/legislation.

Holly Hartell Selected as Arlington's New Chief Information Officer

Holly Hartell has been selected as Arlington County's new Chief Information Officer and Director of the Department of Technology Services (DTS), County Manager Mark Schwartz announced this week. She will begin in the permanent role on Monday, Aug. 11, 2025, after being appointed as acting director of DTS in January 2025.

"In nearly two decades of service to Arlington County, Holly has consistently driven innovation and alignment across initiatives, ensuring departments have the technology support and strategic guidance they need," Schwartz said. "Her extensive experience and understanding of our organization make her the ideal person to lead us forward in the expanding and evolving area of technology."

In this leadership role, Holly Hartell oversees the County's information technology (IT) services and IT operations teams to ensure a safe and secure online environment. Her portfolio includes overseeing the County's telecommunications, infrastructure, data privacy, cybersecurity, enterprise applications, customer experience, digital services, web services, and emerging technologies.

"I am excited for the opportunity to serve in this position because I am passionate about what we do in Arlington County," said Hartell. "I believe in the important role technology plays in bringing high-quality, accessible service to our diverse community. I look forward to building on my professional relationships to ensure Arlington remains on the forefront of digital innovation while ensuring it is done so in a responsible and secure manner."

Hartell joined Arlington County Government in 2006 as a technology consultant, where she led the successful financial implementation of PRISM, the County's integrated financial and human resources platform. She managed PRISM operations for six years, ensuring its stability and effectiveness, before transitioning to broader technology roles.

Most recently, she served as the Assistant Chief Information Officer for Strategic Initiatives in DTS. In that role, she was responsible for aligning technology investments with the strategic direction of the County and to expand and improve government services for the public. During her time with Arlington, her work has been pivotal in advancing digital equity and exploring Smart City and Smart Community opportunities.

Prior to joining the County, Hartell was a consultant for BearingPoint, a management and technology consulting firm, where she supported higher education and local government clients with Oracle Financial systems and business process improvements. Hartell holds a bachelor's degree from the University of Georgia's Terry College of Business.



COUNTY OF PRINCE GEORGE, VIRGINIA

Jeffrey D. Stoke
County Administrator
Phone: (804) 722-8600
Facsimile: (804) 732-3604



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Floyd M. Brown, Jr. – Chairman
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T.J. Webb

For Immediate Release:

August 5, 2025



For more information, contact:

Hannah Thomas

Public Information Officer

804-481-4270

hthomas@princegeorgecountyva.gov

Prince George County Announces Hiring of New Assistant County Attorney

Prince George County, VA – Prince George County is proud to announce the appointment of Charise Pastor as its new Assistant County Attorney. She assumed the role on August 1, 2025.

“We’re happy to welcome Charise Pastor as the first full-time Assistant County Attorney. Her experience and dedication to public service make her the most qualified candidate for this role,” said County Administrator Jeff Stoke. “We look forward to the positive impact she will have in this role.”

Pastor brings more than a decade of diverse legal experience to the office, which includes previous service as a magistrate, work in family law, immigration law, and legal clinics. Most recently, Pastor served as an Assistant Commonwealth’s Attorney here in Prince George County.

A proud citizen of the County, Pastor says she’s looking forward to facilitating relationships and communication between other citizens and the County.

“I’ve lived all over Virginia, but Prince George County is special. I’m looking forward to building a stronger connection to this community by serving the county and helping address countywide legal issues,” Pastor said.

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Prince George County to Host Dixie Softball World Series in 2027



Prince George County, VA – On July 25, 2025, Prince George County secured the bid to host the 2027 Dixie Softball World Series, after a presentation from the Departments of Economic Development & Tourism and Parks & Recreation in Louisiana. The County will host the Dixie Darlings World Series in July of 2027.

The tournament will take place at J.E.J. Moore Athletic Complex, located at 11455 Prince George Drive, Disputanta, VA 23842. The Dixie Softball World Series includes teams from Florida, Louisiana, Alabama, Tennessee, North Carolina, Texas, Georgia, Virginia and Mississippi.

“We are excited to host the Dixie Softball World Series tournament,” said Floyd M. Brown Jr., Chairman of the Board of Supervisors. “This will be the third time Prince George County has hosted a Dixie Softball World Series tournament. We know that our community will benefit from this tremendous event as it did in 2021 and 2024.”

In 2021, Prince George County hosted the Darlings (ages 7-8) and Angels X-Play (ages 9-10) Divisions of the Dixie Softball World Series that brought over 20 teams and hundreds of visitors. More recently in 2024, Prince George County hosted the Dixie Darlings (ages 7-8), Angels X-Play (ages 9-10), Ponytails X-Play (ages 11-12), and Belles (ages 13-15) Softball World Series which brought hundreds of visitors to the County.

Sports tournaments like the Dixie World Series provide a boost to the local economy. Per a 2022 Virginia Sports Tourism Impact study conducted by Virginia Tourism Corporation, average trip expenditures for parties attending amateur sports tournaments estimated \$1,192 per trip. Virginia’s sports tourism industry generated \$2.7 billion in spending across all communities in 2022, a 12% increase from 2021.

To learn more about sport tourism opportunities in Prince George County, please visit, www.discoverpgva.com. To find out more about Dixie Softball, please visit their website at www.dixiegirlsoftball.org.

Virginia Releases Draft Final Proposal for Federal Broadband Funds: Comments Due August 13



The Virginia Office of Broadband (within the Department of Housing and Community Development – DHCD) has released its Broadband, Equity, Access, and Deployment Program (BEAD) funding [Draft Final Proposal](#) for a 7-day public comment window.

In an email notice to stakeholders on August 6, the Virginia Office of Broadband states ...

The publication of this Final Proposal for the public comment window marks a significant milestone for achieving universal broadband access in the Commonwealth. Virginia's process to select recipients followed steps outlined in our approved Initial Proposal Volume II with the necessary revisions per the National Telecommunications and Information Administration's (NTIA) June 6th BEAD Restructuring Policy Notice.

The Final Proposal reflects this expedited and strategic process, leveraging new flexibilities within the BEAD program to efficiently allocate resources. All BEAD eligible locations will be covered, and we are proud to recommend \$613 million in efficient, well-designed projects through this Final Proposal that accounts for all locations approved by NTIA. Our approach leverages a diverse mix of technologies, including fiber, cable, fixed wireless, and low Earth orbit (LEO) satellite—to ensure we meet the shared goal of universal broadband access now and for decades to come. We are confident our program will maximize impact and cost-effectiveness in areas where broadband has historically been unavailable or unreliable.

For more information, and to review the proposal, go to <https://www.dhcd.virginia.gov/bead>.

DHCD encourages stakeholders to review the proposal and submit any comments by 11:59 p.m. on Wednesday, August 13 to be considered.

VACo Contacts: [Joe Lerch, AICP](#) and [Jeremy R. Bennett](#)

Virginia Minimum Wage Set to Increase January 1, 2026



The Virginia Minimum Wage will increase from \$12.41 per hour to \$12.77 per hour, effective January 1, 2026. This increase ensures compliance with [§ 40.1-28.10\(F\)](#) of the Code of Virginia. The Virginia Department of Labor and Industry ([DOLI](#)) has issued a formal letter to Virginia employers ([see here](#)) and posted notification on their website.

As previously [reported](#), legislation from the 2020 General Assembly session was enacted requiring the state to increase the minimum wage from its then current federally mandated level of \$7.25 per hour to \$9.50 per hour effective May 1, 2021; to \$11.00 per hour effective January 1, 2022; to \$12.00 per hour effective January 1, 2023; to \$13.50 per hour effective January 1, 2025; and to \$15.00 per hour effective January 1, 2026. For January 1, 2027, and thereafter, the annual minimum wage shall be adjusted to reflect increases in the consumer price index, for all items, all urban consumers (CPI-U). In December 2024, the U.S. Bureau of Labor and Statistics published an annual increase in CPI-U of 2.9%. This accounts for an increase of the new wage rate to \$12.77 on the effective date for the following calendar year.

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

Senator Warner and VACo to host “Keys to Housing Affordability Summit” September 8 in Henrico



Join Senator Mark R. Warner, the Virginia Association of Counties, the Virginia Housing Alliance, and Henrico County for the “Keys to Housing Affordability Summit” on Monday, September 8th from 8 a.m. to Noon at The Westin Richmond.

This half-day summit will bring together local elected officials, housing and economic development leaders, and nonprofit partners from across the Commonwealth to share innovative solutions being employed by Virginia counties, and to discuss the future of housing affordability in Virginia. The summit will conclude with a fireside chat with Senator Warner and Virginia Housing CEO Tammy Neale where Senator Warner will discuss his Road to Housing national legislative agenda—charting a bold path forward to address housing challenges in Virginia and across the country.

For more information and to register for this free event go to <https://sen.gov/4RW1R>

Department of Labor and Industry Local Government Union Requirements and Employee Protections Are Now in Effect

On July 30, 2025, the Department of Labor and Industry (DOLI) [regulations](#) impacting local government union requirements and employee protections took effect.

The regulatory action is intended to: 1) make clear that the statutory requirements that currently apply to any union elections will still apply to union elections for local government employees; 2) extend current proscriptions on private employer methods for collecting union dues to local government employers who collect union dues; and 3) make clear that the statutory requirements that currently apply to solicitation of union membership during work hours will still apply to solicitation of local government employees.

The final text of the regulations can be accessed [here](#) on Virginia Regulatory Town Hall.

As previously [reported](#), VACo opposes any effort to mandate collective bargaining for public employees.

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

Child Care and Early Childhood Education Workforce Survey

As part of the Virginia Promise Partnership ([VPP](#)), a coalition of leading organizations working together to achieve our bold goal of ensuring all Virginia families have access to affordable, quality child care by 2030 VACo is distributing survey on child care and early childhood education workforce needs.

In light of Virginia's ongoing labor shortage, the **Virginia Early Childhood Foundation**, the **Federal Reserve Bank of Richmond**, and the **Virginia Chamber of Commerce** are conducting a brief survey to better understand how child care availability impacts employers across the state.

We invite you to take a short survey focused on:

- The effects of child care challenges on workforce recruitment, retention, and productivity
- Employer strategies to support access to child care for working families

Your input will directly inform **policy recommendations aimed at strengthening Virginia's child care system**, helping to address the labor shortage and ensure our state remains one of the best places in the nation to do business.

To complete the survey, please click here: <https://survey.alchemer.com/s3/8406301/An-Virginia-Employer-Child-Care-Survey-to-Inform-Solutions>

We encourage you to complete the survey as soon as possible. Responses will be accepted through **August 20th, 2025**.

Questions? Contact Dr. Melissa Dahlin – MelissaD@PolicyEquity.com

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



18th Excellence in Virginia Government Awards



VCU L. Douglas Wilder School of
Government and Public Affairs

Excellence in Virginia Government Awards (EVGA) 2026

Nominations Now Open

Help us celebrate the people and programs transforming the Commonwealth.

[Submit a Nomination](#) | **Deadline:** Monday, September 15

For questions about the nomination process, please contact:

Pam Cox, Senior Special Projects and Communications Manager | evga@vcu.edu | 804.828.8520

About the Awards

Now in its 18th year, the Excellence in Virginia Government Awards recognize outstanding public service at all levels—honoring both the trailblazers shaping policy and the unsung heroes powering our communities. Hosted by the L. Douglas Wilder School of Government and Public Affairs at VCU, the ceremony also raises scholarship support for the next generation of public service leaders.

All awards will be presented at the EVGA Awards Ceremony and Luncheon which will take place in April.

“These awards recognize outstanding work at all levels of government in Virginia and honor dedicated public service, innovative approaches, and commitment to excellence.”

— Susan T. Gooden, Ph.D., Dean, Wilder School

EVGA 2025

From trailblazers to behind-the-scenes heroes, the Excellence in Virginia Government Awards honors those whose dedication to public service is transforming the Commonwealth.

>>VIDEO: [View a playlist of all 2025 EVGA honorees](#)

>>PHOTOS: [View and download EVGA in photos](#)

>>EVENT RECAP: [Recognizing leadership and legacy, Excellence in Virginia Government Awards honor six who have been powered by public service](#)

Safe Haven and Water Safety in Virginia



Attention Virginians! In our state, the number of children dying or nearly dying from drowning, is on the rise. In 2025, the Virginia Department of Social Services saw an 83% increase in children nearly dying from drowning, compared to the previous year. These accidents happened primarily in public and private swimming pools, followed by bathtubs and open bodies of water. Nationally, drowning is the number one cause of injury-related death among children between the ages of 1 and 4, and the second leading cause of death for children ages 1-14, which is why water safety should be a priority for **EVERYONE!**

There is no single solution that can prevent drowning, but multiple layers of protection can significantly reduce the risk. Parents and caregivers are ultimately responsible for supervising children in and around water, even when lifeguards are present. The U.S. Consumer Product Safety Commission (CPSC) is responsible for enforcing the Virginia Graeme Baker Pool and Spa Safety Act, which addresses drain entrapment hazards in pools and spas. States and local jurisdictions have their own regulations regarding pool safety, including fencing requirements, lifeguard staffing, and other safety measures. County administrators and local governments play a crucial role in ensuring water safety within their communities by enforcing these regulations. In essence, a multi-layered approach is needed to ensure children's safety around water, with the CPSC setting standards, local authorities enforcing regulations, and parents taking the primary responsibility for supervision.

Join us in spreading awareness by talking to friends, family, and community members about the importance of water safety. Share information about recognizing risks, proper supervision, and the use of safety equipment. Additional resources available at:

- [Virginia Department of Social Services](#)
- [Water Safety USA](#)
- [National Drowning Prevention Alliance](#)
- [Safe Kids Worldwide](#)

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



COMMUNITY ENGAGEMENT DESIGN: *Effective Collaboration in Action*



Charlottesville, VA

\$350; (after 7/25) \$400

September 11, 2025

Register at coopercenter.org/ien/community-training

We are excited to announce that our second class ([Community Engagement Design for Effective Collaboration](#)), in our new **Community-Based Facilitation certificate** series is open for registration and filling up fast! We know that you run a newsletter, and we wondered if you would be able to include the workshop information below to ensure that your constituency is aware of this opportunity?

We deeply believe that there has never been a more pressing time for **natural resource professionals** to be able to address challenging issues by engaging with the community effectively. This training is aimed at helping them learn the skills to do just that.

Working With Communities? Want to Learn How to Create More **IMPACTFUL** Engagement?

Learn from experts at the [UVA Institute for Engagement & Negotiation!](#)

Through *interactive practice*, you will learn how to design community processes that are more *effective* and *impactful*!

Over the course of the training, participants will learn *and practice* designing processes that are effective using the foundational Six Principles of Effective Collaboration.

This interactive training will provide numerous opportunities for participants to practice design skills they are learning and get feedback.

Don't wait to register: This training is filling up fast!

[REGISTER HERE](#)



The Virginia Municipal Clerks Association (VMCA)

is proud to announce that Kimberly Ellis, Deputy Clerk to the Culpeper County Board of Supervisors, was recently sworn in as President of the Virginia Municipal Clerks Association for the 2025-2026 term.

“A dedicated public servant and respected leader among her peers, Ellis brings a wealth of experience and passion for local government to her new role,” “VMCA congratulates Kimberly Ellis and looks forward to her leadership in the year ahead,” according to a release from the statewide clerk’s association.

Ellis has worked as the Culpeper County Deputy Clerk since 2014. She has been an active member of VMCA and the International Institute of Municipal Clerks since 2015 and has previously served as a VMCA 2nd Vice President and 1st Vice President.

Her commitment to professional growth and public service is reflected in her impressive credentials: she earned her Certified Municipal Clerk designation in 2019 and achieved the prestigious Master Municipal Clerk certification in 2022 and she held the position of the VMCA Region VII Director for 7 years.

In 2021 Ellis was recognized on the International Institute of Municipal Clerk’s Foundation Wall of Honor, 2022, Ellis was named VMCA Clerk of the Year, and in 2024, she received the Paul Craig Athenian Leadership Society Award in Canada, and has been listed on the Municipal’s Clerks Honor Roll for the past 7 years.

In addition, Ellis has been a dedicated election officer since 2017 and is a friendly face volunteering at numerous community events, such as Culpeper Harvest Days Farm Tour, the 4th Thursday Concert Series, and is a member of the Lions Club and CHASS.

As VMCA President, Ellis will continue advancing the organization’s mission to elevate the expertise of municipal clerks and foster a community of excellence by providing the tools, resources, and support needed for professional growth and development.

“I feel honored that my peers believe in me and excited that I am allowed to lead the Virginia Association alongside the hardworking professionals in this organization, who I believe are the backbone of local government,” she said. “It’s going to be an exciting year.”



The NACo Leadership Academy: Online Development for County Professionals

Elevate your team's potential with our 12-week online leadership development program, designed specifically for entry- to mid-level county professionals.

Affordable Investment in Your Team:

- Starts at \$1,995 per participant.
- Special Offer: Enroll a group of 5 for just \$5,000!
- Additional discounts may be available. Contact us to learn more.

Ready to empower your county's leaders? Visit www.naco.org/skills

Elevate Your County's Leadership with The NACo Leadership Academy

With nearly 15,000 county workforce leaders already trained in practical skills, the NACo High Performance Leadership Academy (HPLA) is your proven path to developing exceptional talent.

This 12-week virtual program, led by our partners at the Professional Development Academy, is specifically designed to equip frontline county professionals with the practical leadership skills they need to succeed. Our robust curriculum was developed in partnership with Fortune 1000 executives, public sector leaders, world-renowned academics, and thought leaders.

Why Choose NACo HPLA?

- **Done From Your Desk:** Our 100% online course delivery allows participants to continue working while learning, offering maximum flexibility.
- **Cohort Model:** Participants progress through the academy alongside peers who share similar experiences, fostering a collaborative and supportive learning environment.
- **For Leaders of All Types:** HPLA benefits both current supervisors and those preparing for leadership roles, making it versatile for your entire workforce.
- **Cost-Effective:** County enrollment starts at \$1,995 per participant. Get even more value by enrolling a group of 5 for just \$5,000! Additional discounts may be available for larger groups. Contact us for details.

Ready to empower your county's leaders? Enroll today at www.naco.org/skills



Public Promise Procurement Supplier Contract Spotlight:

WBCP's Government Recruitment Contract Delivering Results

In today's competitive environment for government leadership talent, counties need more than just a recruiter—they need a trusted partner who understands the unique challenges of public service. A nationally recognized firm in government recruitment with a contract awarded under NACo's competitively bid and peer-reviewed procurement program, WBCP offers a compliant and efficient pathway for counties and other municipalities to find and hire experienced leaders for their most critical roles.

WBCP is a proven leader in executive recruitment, talent evaluation and acquisition, and consulting services in obtaining a talented and motivated workforce. Hear from Santa Cruz County's Nicole Coburn on the success of their recruiting efforts including the creation of an entirely new department.

Why Public Agencies Turn to WBCP

- **Public Sector Expertise:** WBCP has extensive experience with local governments, bringing decades of experience recruiting for city and county administrator roles, department heads, and other executive-level positions.
- **End-to-End Support:** WBCP manages every step of the recruitment process—from position profiling and candidate sourcing to interviews, evaluations, and onboarding—ensuring a smooth and effective search.
- **Streamlined, Transparent Process:** Services under the NACo contract come with pre-negotiated terms and scopes of work, allowing counties to move forward without the delays of a traditional RFP.

Take the Next Step

If your municipality is planning an executive search, WBCP's services—available through NACo Public Promise Procurement—offer an efficient and trusted option to help you secure the right leadership. Satisfy RFP requirements and access pre-qualified, top-tier recruitment support today.

Visit our [website](#) to register for the cooperative or contact Anthony Chapman at achapman@naco.org to learn more and get started.



Performance Contracting 101 with Schneider Electric

What if upgrading your aging infrastructure didn't mean draining your budget—or your patience? Meet *Performance Contracting (PC)*: the superhero of budget-friendly, energy-efficient solutions.

Here's the scoop: PC allows you to address infrastructure challenges strategically by leveraging future energy savings and significant cost reductions to fund your projects with minimal upfront capital investment.

How Does PC Work?

STEP 1

We start with a deep-dive energy audit.

STEP 2

We identify inefficiencies and craft a plan to fix them with guaranteed savings.

STEP 3

Savings offset costs, enabling upgrades with lower upfront investment.

What's in It for You?



Stress-Free Upgrades

Fix your facilities without tapping into reserves.



Energy Savings

Modernize your systems and save big.



Green Goals, Met

Boost sustainability while creating healthier communities.



As the **#1 Energy Services Company (ESCO)** since 2017 (by Guidehouse Insights), we bring decades of experience and a proven track record partnering with counties nationwide to deliver results.

Curious how PC can work for your county?
Let's discuss your project



Abby Weigel
804-248-0523
Abby.Weigel@se.com



Kevin DeLeon
804.517.2819
Kevin.DeLeon@se.com

Built for This Moment: Why cashVest Matters More Than Ever



It's no secret that the future of interest rates is once again a topic of nationwide conversation. With evolving leadership dynamics and mixed economic signals, speculation is swirling about the direction of monetary policy. While some brace for potential rate cuts, others prepare for further shifts in liquidity and inflation strategies.

But for public sector leaders, the real question isn't what the Fed might do next; it's whether your entity is ready to respond, no matter what happens.

That's where cashVest by three+one stands apart.

From its inception, cashVest was built on the belief that you don't have to predict the market to succeed in it. Instead of reacting to economic shifts, cashVest empowers public entities to plan, adapt, and optimize their resources with clarity and discipline.

Here's why that matters right now:

Federal support is shrinking, and local responsibilities are growing.

A recent report from the National Association of Counties (NACo) highlights an alarming trend: counties are facing nearly \$1 trillion in increased costs over the next decade due to cuts in federal programs like Medicaid and SNAP, as well as key grant eliminations. As responsibilities shift to the local level, the financial burden is growing heavier. You can read the full report here: [The Big Shift – NACo](#)

When rates move (up or down), timing is everything.

Waiting to act means leaving money on the table. cashVest users have the data and strategic foresight to adjust their cash positioning immediately, ensuring every available dollar is working harder for them.

Data makes the difference.

Entities using cashVest earn and save over 30% more on average than those without a data-driven liquidity strategy. That's because they're not just managing their funds, they're leveraging them as strategic assets.

Market cycles are inevitable. Being caught off guard shouldn't be.

Whether it's rising borrowing costs, flattening yields, or the shift of federal obligations to local governments, cashVest helps public finance teams stay one step ahead without adding burden to staff or sacrificing services.

It's not about high or low rates. It's all about smart decisions.

Some of the strongest cashVest results have occurred during periods of declining interest rates. The reason? Users were empowered with the data and tools to optimize timing, improve bank partnerships, and unlock new earnings even when benchmarks dipped.

At a time when public leaders are being asked to do more with less, the ability to make every dollar go further is no longer optional, it's essential. Especially in light of mounting fiscal shifts, proactive liquidity management has never been more critical.

cashVest doesn't just prepare you for what's coming. It ensures you're always in a position to act with confidence and clarity.

No guesswork. No gambling. Just smarter financial stewardship. [Let's talk.](#)



**Thank you
Nationwide for
being a long-time
VACo Premier
Partner!**



Nationwide®
is on your side

VACo long-standing partner Nationwide Retirement Solutions, provides these valuable services:

- 457 and 401(a) Plans
- Roth 457 Account
- Protected Retirement Solutions
- Nationwide Retirement Institute
- Social Security

VACo Executive Director, Dean Lynch, recently sat down with Debbie Turner, Charlie Brennan, Lynn Robinette, and David Bazzell to discuss their expertise in assisting counties with comprehensive savings and retirement programs and what sets Nationwide apart.



You are VAcorp

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).





Equipment Lease-Purchase Financing

Equipment Lease-Purchase Financing is a great tool to make your locality's and school division's budget go further!

Contact us for details.

VML/VACo Equipment Lease-Purchase Financing offers:

- Competitive rates and low closing costs.
- Predictable and level payments.
- Lease terms up to the expected life of the equipment.
- Streamlined process – we handle the details for you.

Budget less in the current year by spreading payments out over the useful life of the equipment – perfect for school buses, fire engines, and police cars.

CONTACT US TODAY

Questions?

Contact Steve Mulroy
804-648-0635

smulroy@valocalfinance.org





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

MANAGE

Talent Planning
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.



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FINANCE SUPPORT
GRANT APPLICATION & ADMINISTRATION
HUMAN RESOURCES
INTERIM ASSISTANCE
LAND USE PLANNING & ZONING
ORGANIZATIONAL ASSESSMENT
PUBLIC EDUCATION
PUBLIC OUTREACH & FACILITATION
PUBLIC SAFETY
PUBLIC WORKS
STRATEGIC PLANNING
VIRTUAL & IN-PERSON CONTRACT STAFF

Berkley Group is the go-to consultant for local governments and other public agencies. 100% of our services are dedicated to serving public agencies. We understand local government because we have worked in local government and continue to serve them proudly.

Contact us today at 540-208-5188 or info@bgllc.net for any of your community's needs.



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.
- **Community organizations:** Host a unique event for all ages.
- **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 8th Edition



AVAILABLE
NOW

Eighth Edition of VACo's *Virginia County Supervisors' Manual* is in stock. The Supervisors' Manual is the number one resource on the framework of county government and the responsibilities of the county board.

ORDER YOUR ALL-NEW VOLUME NOW

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NAME: _____ TITLE: _____

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PHONE: _____ EMAIL: _____

PAYMENT INFORMATION

Manuals are \$75 for VACo Members. Manuals are \$150 for Non Members.

Number of Copies _____.

Check enclosed for \$_____ Make payable to **VACo Services, Inc.**

If you are paying by credit card, an invoice will be sent you.

Mail completed form to:

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

Or FAX form to 804.788.0083 Questions? Call

804.343.2507



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](#).

[ELECTRICIAN](#) | Culpeper County
| Posted August 5

[BUSINESS TAX AUDITOR \(Full time\)](#) | Culpeper County | Posted August 5

[BUSINESS TAX AUDITOR \(Part time\)](#) | Culpeper County | Posted August 5

[ASSISTANT COMMONWEALTH ATTORNEY](#) | Culpeper County
| Posted August 5

[WATER TREATMENT PLANT OPERATOR 2](#) | Culpeper County
| Posted August 5

[FINANCE MANAGER](#) | Hanover County | Posted August 5

[AUTOMOTIVE TECHNICIAN](#) | Chesterfield County | Posted August 4

[CASE MANAGER \(Service Coordinator\)](#) | Chesterfield County
| Posted August 4

[COOK/HOUSEKEEPER \(Galloway Place\)](#) | Chesterfield County | Posted August 4

[MHSS EMPLOYMENT SPECIALIST / JOB COACH](#) | Chesterfield County
| Posted August 4

[SCHOOL BUS TECHNICIAN \(Monday-Friday 6:30am-3pm\)](#) | Chesterfield County | Posted August 4

[SENIOR SCHOOL BUS TECHNICIAN](#) | Chesterfield County | Posted August 4

[SENIOR ACCOUNTING TECHNICIAN \(Medical Billing Specialist\)](#) | Chesterfield County | Posted August 4

[HVAC PREVENTATIVE MAINTENANCE TECHNICIAN](#) | Chesterfield County
| Posted August 4

[MHSS EMPLOYMENT ASSISTANT \(Part-time\)](#) | Chesterfield County
| Posted August 4

[SCHOOL BUS TECHNICIAN \(Monday-Thursday 12:30pm-11pm\)](#) | Chesterfield County | Posted August 4

[EMERGENCY VEHICLE TECHNICIAN](#) | Chesterfield County | Posted August 4

[VOLUNTEER COORDINATOR](#) | Montgomery County | Posted August 4

[VICTIM-WITNESS ADVOCATE](#) | Montgomery County | Posted August 4

[EMPLOYMENT OPPORTUNITIES](#) | Spotsylvania County | Posted August 4

[EMPLOYMENT OPPORTUNITIES](#) | King George County | Posted August 4

[ENVIRONMENTAL COMPLIANCE OFFICER](#) | Westmoreland County
| Posted August 4

[DEPUTY COUNTY ADMINISTRATOR/ FINANCE DIRECTOR](#) | Amelia County
| Posted August 1

[CHIEF OF EMERGENCY SERVICE](#) | Northumberland County | Posted August 1

[LEGISLATIVE DEPUTY DIRECTOR](#) | Fairfax County | Posted July 29

[STAFF AUDITOR - 100% TELEWORK ELIGIBLE \(RICHMOND REGION\)](#) | Chesterfield County | Posted July 29

[CASHIER/GROUNDS ATTENDANT](#) | Chesterfield County | Posted July 29

[MHSS SERVICES SUPERVISOR \(ACT SERVICES SUPERVISOR\)](#) | Chesterfield County | Posted July 29

[CRISIS CLINICIAN](#) | Chesterfield County | Posted July 29

[CASE MANAGER \(HOUSING CASE MANAGER\)](#) | Chesterfield County
| Posted July 29

[PRINCIPAL ENGINEER \(FT\) - ENVIRONMENTAL ENGINEERING](#) | Chesterfield County | Posted July 29

[LICENSED PRACTICAL NURSE \(GALLOWAY\)](#) | Chesterfield County
| Posted July 29

[VAN DRIVER/CHESTER HOUSE](#) | Chesterfield County | Posted July 29

[EMPLOYMENT OFFPORTUNITIES](#) | Spotsylvania County | Posted July 28

[TOURISM MARKETING COORDINATOR](#) | Blacksburg-Christiansburg- Montgomery County
| Posted July 28

[ADMINISTRATIVE COORDINATOR - FIRE EMS DEPARTMENT](#) | Montgomery County | Posted July 28

[DEPUTY CLERK TO THE BOARD OF SUPERVISORS](#) | Stafford County
| Posted July 28

[REGIONAL FIREFIGHTER TESTING](#) | City of Harrisonburg | Posted July 25

[WATERWORKS OPERATOR](#) | Prince George County | Posted July 24

[REAL ESTATE ASSESSOR](#) | Prince George County | Posted July 24

[MANAGER IV, ADVANCED SOCIAL SERVICES CASE MANAGEMENT](#) | Prince George County | Posted July 24

[COMMUNICATION'S OFFICER](#) | Prince George County | Posted July 24

[ASSISTANT SPORTS SUPERVISOR - PART TIME TEMPORARY](#) | Prince George County | Posted July 24

[ADMINISTRATIVE SUPPORT SPECIALIST II - DSS](#) | Prince George County | Posted July 24

[**BUILDING OFFICIAL**](#) | Carroll County
| Posted July 24

[**PUBLIC WORKS SUPERVISOR**](#) |
Amherst County | Posted July 24

[**HEAVY EQUIPMENT OPERATOR**](#) |
Amherst County | Posted July 24

[**MANAGEMENT ANALYST II**](#) | Fairfax
County | Posted July 23

[**ASSISTANT COUNTY ATTORNEY**](#) |
Augusta County | Posted July 23

[**FIRE & EMS EMPLOYMENT
OPPORTUNITIES**](#) | Amelia County
| Posted July 23

[**FAMILY SERVICES SPECIALIST**](#) |
Montgomery County | Posted July 23

[**BENEFIT PROGRAM SUPERVISOR**](#) |
Montgomery County | Posted July 23

[**OPERATIONS ASSISTANT**](#) | Botetourt
County | Posted July 22

[**UTILITY WORKER I - WASTEWATER
COLLECTIONS**](#) | Chesterfield County
| Posted July 22

[**PRINCIPAL ENGINEER \(UTILITIES\)**](#) |
Chesterfield County | Posted July 22

[**REAL PROPERTY AGENT**](#) |
Chesterfield County | Posted July 22

[**MENTAL HEALTH CASE MANAGER**](#) |
Chesterfield County | Posted July 22

[**MHSS EMPLOYMENT ASSISTANT
\(PART TIME\)**](#) | Chesterfield County
| Posted July 22

[**CRISIS CLINICIAN \(PART TIME\)**](#) |
Chesterfield County | Posted July 22

[**STRUCTURAL BUILDING INSPECTOR**](#) |
Chesterfield County | Posted July 22

[**BUILDING CODE INSPECTOR**](#) |
Campbell County | Posted July 22

[**ELECTRICAL INSPECTOR/PLAN
REVIEWER**](#) | City of Winchester
| Posted July 22

[**ASSISTANT CITY MANAGER**](#) | City of
Winston-Salem, NC | Posted July 21

[**ASSISTANT DIRECTOR OF
ENGINEERING**](#) | Town of
Christiansburg | Posted July 21

[**EMPLOYMENT OPPORTUNITIES**](#) |
Spotsylvania County | Posted July 21

[**TOWN ENGINEER**](#) | Town of Ashland
| Posted July 17

[**ASSISTANT COUNTY ATTORNEY**](#) |
Louisa County | Posted July 15

[**PRINCIPAL TRANSPORTATION
PLANNER**](#) | James City County | Posted
July 15

[**DEPUTY CLERK - VIRGINIA STATE
POLICE**](#) | Amherst County | Posted July
15

[**DEPUTY CLERK - CIRCUIT COURT**](#) |
Amherst County | Posted July 15

[**DEPUTY CHIEF - FIRE EMS**](#) | Hanover
County | Posted July 15

[**MEDIUM HEAVY TRUCK
TECHNICIAN**](#) | Chesterfield County
| Posted July 15

[**OUTREACH COORDINATOR**](#) |
Chesterfield County | Posted July 15

[**CUSTODIAN**](#) | Chesterfield County
| Posted July 15

[**SENIOR ENVIRONMENTAL
CONSTRUCTION INSPECTOR**](#) |
Chesterfield County | Posted July 15

[**SENIOR ENGINEER \(PART-TIME\)**](#) |
Chesterfield County | Posted July 15

[**AUTOMOTIVE TECHNICIAN**](#) |
Chesterfield County | Posted July 15

[**MHSS EMPLOYMET ASSISTANT
\(JOB COACH/DIRECT SUPPORT
PROFESSIONAL\)**](#) | Chesterfield
County | Posted July 15

[**DEPUTY SHERIFF - LAW
ENFORCEMENT**](#) | Dinwiddie County
| Posed July 14

[**ASSISTANT COMMONWEALTH'S
ATTORNEY I**](#) | Dinwiddie County
| Posted July 14

[**DIRECTOR OF ENGINEERING &
GENERAL SERVICES**](#) | Dinwiddie
County | Posted July 14

[**SENIOR ACCOUNTANT**](#) | City of
Manassas Park | Posted July 14

[**TOWN MANAGER**](#) | Town of
Christiansburg | Posted July 14

[**BUILDING OFFICIAL**](#) | City of
Harrisonburg | Posted July 14

[**EMPLOYMENT OPPORTUNITIES**](#) |
Spotsylvania County | Posted July 14

[**CHIEF OF EMERGENCY SERVICES**](#) |
Northumberland County | Posted July
11

[**DIRECTOR OF FINANCE**](#) |
Northumberland County | Posted July
11

[**BENEFITS COORDINATOR**](#) |
Montgomery County | Posted July 10

[**HUMAN RESOURCES GENERALIST**](#) |
Montgomery County | Posted July 10

[**ZONING INSPECTOR \(FULL TIME\)**](#) |
Fauquier County | Posted July 9

[**DIRECTOR OF PUBLIC WORKS/CITY
ENGINEER**](#) | City of Colonial Heights
| Posted July 9

[**IT TECHNICIAN**](#) | Dinwiddie County
| Posted July 8

[**CLINICIAN \(DUAL TREATMENT
TRACK\)**](#) | Chesterfield County | Posted
July 7

[**SENIOR CLINICIAN \(OBAT\)**](#) |
Chesterfield County | Posted July 7

[**EMERGENCY VEHICLE TECHNICIAN**](#) |
Chesterfield County | Posted July 7

[**SCHOOL BUS TECHNICIAN**](#) |
Chesterfield County | Posted July 7

VALUE OF VACo



ADVOCACY

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



EDUCATION

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



MEMBERSHIP ENGAGEMENT

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



BUSINESS DEVELOPMENT

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

VACo LEADERSHIP



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James City County



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

1207 East Main Street | Suite 300
 Richmond, VA 23219-3627
 Phone: 804.788.6652 | www.vaco.org

County Connections is a semimonthly publication.

