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**November 8-11, 2025**  
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## Joint Subcommittee Considers Budgetary, Administrative Aspects of Consolidating Elections into Federal Cycle



The Joint Subcommittee to Study the Consolidation and Scheduling of General Elections held its final meetings of 2025 on August 20 and September 2, with meetings dedicated to considering the budgetary implications and administrative effects, respectively, of consolidating Virginia's elections into the federal cycle by holding elections in even-numbered years. As directed by 2025 legislation, the Joint Subcommittee is conducting a two-year study; the legislation directing the study charges the group with examining the effects on voter turnout and campaign costs, implications for campaign finance rules, and potential cost savings, among other elements, and requires recommendations to include specific proposals for how such consolidation would be accomplished, such as extending or shortening the terms of certain offices to coincide with a different election cycle, and any statutory and Constitutional changes that may be necessary. Meetings for 2025 and 2026 must be completed by the end of November each year, and an executive summary must be submitted each year before the beginning of the next General Assembly session. Chesterfield County Supervisor Jessica Schneider serves on the Joint Subcommittee.



### **August 20 meeting**

VACo Executive Director Dean Lynch was invited to speak to the Joint Subcommittee on August 20 to discuss fiscal implications of consolidation from the perspective of county governments. He highlighted the significant funding contribution made by counties to administering elections and VACo's advocacy for the state to be a stronger partner in this critical governmental function. The state's main ongoing contribution to election costs at the local level is partial reimbursement for the costs of compensation for general registrars and electoral board members, while counties fund additional staffing costs, as well as election-specific expenses, such as securing early voting locations and election day polling places, ballot printing and postage costs, and stipends for officers of election. (The state also reimburses localities for the costs of holding the Presidential primary, and has provided ad hoc support in recent years, such as funding a statewide redistricting mailer, providing some funding for prepaid absentee ballot postage, and passing through federal funding from COVID relief legislation.) Should elections be held every other year, counties would expect to see some savings in costs for election-specific expenses.

Mr. Lynch conveyed that VACo staff had sought some feedback on the concept from VACo's Finance and Elections Steering Committee, as well as from the Board of Directors, and that views varied, with some members in favor of exploring options to enhance turnout and reduce voter and volunteer fatigue, and other members concerned about the potential for local issues to be overshadowed by races at the top of the ticket. Mr. Lynch also noted the importance of bond referenda to counties, which was an issue previously discussed by the Joint Subcommittee, and encouraged members to leave this authority intact.

Commissioner of Elections Susan Beals reported to the Joint Subcommittee that the Department of Elections could expect to realize modest savings from consolidating the election schedule, since most of the office's costs are associated with ongoing responsibilities such as list maintenance, maintenance of the voter registration system, and campaign finance regulation. Staff to the General Assembly's



“money committees” explained the current intersection of the state’s biennial budget process with the election schedule; under the current system, the outgoing governor proposes a budget in December after the gubernatorial election, which the new Governor inherits. If the election cycle were changed, the legislature could consider revising the budget cycle to retain the current structure, but changes to the budget cycle would not be required.

Eric Olsen, Director of Elections and General Registrar for Prince William County, spoke on behalf of the Voter Registrars Association of Virginia, and explained that there is some variability in local costs for election administration, depending on the size of the locality and other factors, such as the number of early voting sites and levels of absentee voting by mail. Fixed costs (such as staff salaries and benefits, office expenses, and IT infrastructure) would be largely unaffected by election consolidation; since these costs represent a larger proportion of spending for smaller localities, those localities would realize smaller savings from consolidating elections. Mr. Olsen suggested that savings resulting from conducting fewer elections could be reinvested into improving other functions of election administration, such as voter education, and some responsibilities could be shifted to non-election years. Cost savings may be partially offset by some increases in special elections and certain election costs (such as multi-page ballots in consolidated election years); state resources could mitigate these potential increases. Mr. Olsen highlighted concerns expressed by registrars that localities might reduce funding for local offices if there were fewer elections to administer, a concern echoed by John Nunnally, President of the Virginia Electoral Board Association.

### **September 2 meeting**

Conversations on September 2 focused on the administrative effects of consolidation of elections. Both Commissioner Beals and Mr. Olsen noted that consolidation would provide additional time to implement changes in legislation and conduct other responsibilities, which now must be accomplished in the midst of various election-related duties. Commissioner Beals and Mr. Olsen pointed to some additional complexities associated with multi-page ballots (which can increase postage costs for by-mail ballots and increase wait times at polling places, and require additional outreach to encourage voters to fill out each page), and noted that fewer elections mean fewer encounters with voters, as elections often provide a reminder for voters to update addresses and other information. Although more frequent elections can strain officers of election, they also help officers of election stay in practice.

Mr. Olsen offered several suggestions for the Joint Subcommittee’s consideration, including reiterating the Association’s support for a requirement for election offices to have a least two full-time employees as a way to safeguard institutional knowledge. He also suggested that the legislature could consider potential alternatives to full consolidation into even-numbered years, such as moving state elections to even years but leaving local elections in odd-numbered years, or moving state elections to even-numbered years and consolidating local elections (acknowledging that such a move would cause concerns for localities with staggered terms for their governing bodies). He also suggested an alternative funding model in which localities would fund baseline administrative costs for elections and the state would reimburse localities for the costs of administering the newly-consolidated elections.

The Joint Subcommittee will continue its work next year and submit its final report in advance of the 2027 General Assembly session.

**VACo Contact:** [Katie Boyle](#)





## Visit Warren County and the Warren County Historic Courthouse

**Location:** 1 East Main Street / Royal Avenue

**Built:** 1935 – 1936

**Style:** Colonial Revival

**Architect:** Alan J Saville

**Contractor:** Peters Construction Company

**Description:** The building faces north and is a two story field stone and concrete structure. The building is located on landscaped grounds in the center of Front Royal. The north front has a two story center section with three arches on the first story and gabled roof. On east and west sides are lower two story wings. On the center of the roof is a square white colored cupola with open top section. In the interior, a vestibule leads to the interior corridor linking the east and west wings. The west wing stairs ascend to the second story courtroom with paneled double doors. The courtroom, extends out over the first story arcade on the north side. The judge's bench is at the north side of the chamber which has stained oak wainscoting, sand finished plaster walls, high ceiling and oak pews. The building houses the County Circuit Court, County General District Court and County Juvenile and Domestic Relations Court of the 26th Judicial District. The building is a Public Works Administration project. In 1979, an addition was constructed on the east side to connect with the County Jail.

**History:** The county was created in 1836 and Front Royal was selected as the county seat. The first courthouse was a two story brick structure built in 1836 and was torn down to make way for the second and present courthouse constructed in 1935 to 1936 at a cost of \$50,000.

**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



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Source: IBM Cost of a Data Breach 2025

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Richie Ward  
EVP - Strategy & Growth  
richie@cybrbase.com



**For Immediate Release  
August 27, 2025**

For more information, contact:  
Jayson Woods  
Communications Manager  
(540) 661-5346

### **GLENDA PAUL TO ASSUME PERMANENT ORANGE COUNTY ADMINISTRATOR ROLE**

ORANGE COUNTY, Va. – Orange County is excited to announce that Glenda Paul has accepted the permanent role of Orange County Administrator. Mrs. Paul has been Deputy County Administrator since November 2021 and has acted as Interim County Administrator since earlier this summer.

Mrs. Paul is a dedicated public servant and has worked for Orange County since 2011, when she joined the team as Finance Director. Her career has been marked by a strong work ethic, noteworthy budgetary expertise, and a desire to continually improve processes – including leading the recent effort to transition to program-based budgeting. Her extensive experience as Deputy County Administrator, deep knowledge of Orange County finances and operations, strong relationships with county staff, and positive performance while serving in the transitional role all contributed to the Orange County Board of Supervisors' unanimous decision to offer her the permanent position.



Chairman R. Mark Johnson of the Orange County Board of Supervisors made the announcement to Orange County senior leadership earlier today. "The Board is very pleased that Glenda has agreed to remain in the role and continue to serve our residents," he said during his remarks. "She is a hard worker, a great listener, and someone who can get things done. We look forward to working with her and continuing to move Orange County forward," he added.

"I am truly honored to accept the position of County Administrator," said Mrs. Paul. "As I talked with the Chairman, I felt led to take this path. I'm excited to continue the journey and keep making Orange County a place we're all proud to serve!" she added.

Mrs. Paul will officially assume the County Administrator role on Monday, September 1.

###



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**FOR IMMEDIATE RELEASE**  
**August 25, 2025**

**Brent Watts Named Director of Communications for Botetourt County**

BOTETOURT COUNTY, Va. – Botetourt County has named longtime WDBJ7 chief meteorologist and journalist Brent Watts as its new director of communications.

A Botetourt County native, Watts has spent 28 years at “Your Hometown Station” WDBJ7, where he became one of the region’s most trusted voices in weather, public safety and social media engagement. He has supported countless community events, visited schools throughout the region and earned three Emmy Awards for his video documentaries, including the historic Flood of 1985 and 2012 Derecho.

Watts’ connection to Botetourt County government dates back to his years at James River High School, when he was selected to produce an informational video that helped pass a bond referendum, paving the way for the construction of several new county improvements.

“There’s something very special about Botetourt – it has the beauty and history combined with growth and innovation,” Watts said. “I can’t wait to share the stories of the people, places and progress that make Botetourt County an amazing place to live and work.”

Watts graduated from Old Dominion University with a degree in communications and later attended Mississippi State University for broadcast meteorology. His background includes extensive experience in public relations, government collaboration and crisis communications during emergencies and natural disasters.

“It is rare to be able to bring someone home who has given so much to the region over their illustrious career, and for that person to be as energized as Brent Watts is, Botetourt will be a better-informed community with his professional skills and dedication,” said Gary Larowe, Botetourt County Administrator.

Watts will begin part-time in September, transitioning to a full-time role in October.

###

## Emily Vinson Earns Nation's Top Certification for Election Officials



**Prince George County, VA** – Emily Vinson, Deputy Director of Elections for Prince George County, will be designated as a Certified Elections/Registration Administrator (CERA), the highest professional achievement for election officials and election vendors in the country.

CERA designation is achieved through a multi-year course of study taught by Auburn University's Master of Public Administration (MPA) faculty, through the Institute of Election Administration Research & Practice, in partnership with the National Association of Election Officials (commonly known as the Election Center). The intent of professionalizing the management of election administration is to promote and preserve public trust in the democratic process.

"Attaining the completion of the CERA curriculum is a milestone to be lauded and celebrated-- the election professionals who reach this goal have much to be proud of," said Tammy Patrick, Chief Programs Officer at the Election Center and Class of 2007 CERA graduate. "With the addition of this graduating class of 120 election professionals, we now have 1617 election officials who have achieved the CERA status. This is an outstanding accomplishment."

The Election Center is a non-profit association of voter registrars, elections administrators, and providers of election services throughout America and the U.S. territories. Its membership comprises township, city, county, and state elections officials, as well as other election-related organizations. The Center's primary purpose is to promote and support continuous improvement in the administration of elections and voter registration through research, professional education, conferences, networking, and consulting.

Emily is a lifelong resident of Prince George County, a graduate of Richard Bland College and Christopher Newport University. She began working for the registrar's office in April 2023 and has proudly served in her current role since July 2024, continuing her commitment to the community she has always called home.





Prince William County Chair-at-Large **Deshundra Jefferson** (standing) welcomes county leaders to the Region 8 Meeting at The Potomac Science Center. VACo thanks Prince William County for hosting.

## VACo Region 8 Meeting Celebrates a Life of Service and Focuses Discussion on Federal Issues

VACo held its eighth Regional Meeting of the year on August 20 in Prince William County. Counties across VACo Region 8, as well as elected state and federal officials from around the region, were invited to participate in the discussion.

VACo President Ruth Larson opened the meeting by presenting Catherine “Smitty” Smith, wife of the late Congressman Gerry Connolly, with a memorial resolution adopted by the VACo Board of Directors the previous week. The resolution celebrated Congressman Connolly’s life of service and advocacy for county governments.

VACo was pleased to be joined by many legislators, including Delegate Vivian Watts, Delegate Kathy Tran, Senator Jennifer Boysko and Senator Dave Marsden, as well as representatives from the offices of Senator Tim Kaine, Congressman Eugene Vindman, Senator Scott Surovell, Senator Jeremy McPike,

[More REGION 8 on Next Page](#)



VACo President **Ruth Larson** (left) presented **Catherine “Smitty” Smith**, wife of the late Congressman **Gerry Connolly**, with a memorial resolution adopted by the VACo Board of Directors at the Summer Meeting.

Senator Saddam Salim, and Delegate Mark Sickles. Delegate Watts began by discussing tax reform and the potential opportunities to meet the needs of the Commonwealth through a modernized tax structure, Delegate Tran discussed how supporting Medicaid is a top priority for her and her office for the upcoming General Assembly session. Senators Marsden and Boysko discussed how the relationship between the Commonwealth and localities is changing in light of changes at the federal level and how we may need regionalism more than ever.

During County Talk, the section of the meeting where county leaders outline the top legislative issues affecting their county, a robust discussion was held with many counties sharing common issues. County leaders in the region discussed the importance of establishing sustainable and dedicated funding for the Washington Metropolitan Area Transit Authority (WMATA), as this is an economic engine for not only Northern Virginia but for the entire Commonwealth. Affordable housing was another issue discussed at length. Leaders in Region 8 stated they would like to see the General Assembly use a “carrot” approach to encourage and incentivize more affordable housing development while making the point that localities should continue to retain their land use authority. Like affordable housing, counties in the region expressed their continued support for local land use authority as it pertains to data centers as well as utility scale solar development as well. Lastly, several county representatives expressed concern following the impact of the passage of the reconciliation bill and other spending cuts at the federal level and if these actions will impact the northern Virginia workforce or put a burden on counties to administer or fund federal programs.

Eryn Hurley, Managing Director of Government Affairs and NACo’s Federal Fellowship Initiative, provided [an update](#) on federal issues, including implementation of the federal reconciliation bill, the status of FY 2026 federal appropriations, and several recent executive orders.

VACo is grateful to the members, legislators and staff, and business partners who participated in the meeting, and extends its appreciation to Prince William County and to staff at the Potomac Science Center for hosting us!

VACo Contact: [James Hutzler](#)



## **Public Comment Sought by September 19 on Draft Plan for Closure of Hiram Davis Medical Center**



The Department of Behavioral Health and Developmental Services (DBHDS) has released a [draft plan](#) for closure of Hiram Davis Medical Center and is seeking public comments on the plan. Public comments should be sent to [hdmcplanningteam@dbhds.virginia.gov](mailto:hdmcplanningteam@dbhds.virginia.gov) and are due by September 19, 2025.

As [previously reported](#), DBHDS announced in August 2024 that it was planning to close Hiram Davis Medical Center by the end of 2027, a proposal that is maintained in the draft plan. This facility, which has historically served individuals with complex medical needs who are referred from other DBHDS facilities, or from the community, has not undergone any substantial renovations in the 50 years since it was opened and has HVAC and electrical systems, as well as elevators, at the end of their useful lives; major repairs would require significant displacement of staff and patients. In accordance with Code requirements, a State and Community Planning and Consensus Team was convened to develop a plan to ensure continuity of care as alternative placements are developed for current patients.

The draft plan outlines proposed placements for current patients, as well as the Department's goal of avoiding any layoffs of current staff. As part of the planned closure, new permanent admissions would cease, and temporary admissions from other DBHDS facilities would be limited. An individualized transition plan would be developed for every patient, which would be developed with the individual and his or her authorized representative; the draft closure plan outlines proposed efforts to ensure continuity of care and gradual transitions, as well as post-transition monitoring.

The closure plan is required to be provided to the Governor, the Joint Commission on Health Care, and the "money committees" by November 1. Final approval rests with the Governor and the General Assembly.

VACo Contact: [Katie Boyle](#)

## SUMMER SERIES SESSIONS 2025

### “Mondays at Midday”



### **Session 3**

Monday, September 15, 2025, at 12:00 pm  
Workforce and Talent Attraction in Virginia

[View as a webpage](#)

This session will explore workforce initiatives of Virginia Works and the Virginia Economic Development Partnership, including efforts to connect employers to talent and to assist recently impacted federal workers.

**REGISTER NOW**



**Presenter**

**Nicole Overlay**

Commissioner of Virginia Works  
Commonwealth of Virginia

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**Presenter**

**Megan Healy, PhD**

Senior Vice President  
Talent and Workforce Strategy  
Virginia Economic Development Partnership

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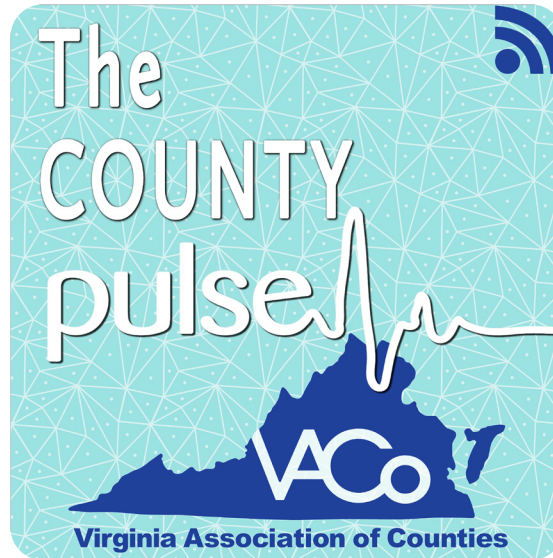
You are invited to attend our 46th Annual Conference organized by the Executive Committee of the Rural Planning Caucus of Virginia, which will be held from October 15-17, 2025 at the historic Mountain Lake Lodge in Pembroke, Virginia. Please consider bringing an item or items that represent your locality for the silent auction on Thursday October 16th which goes to benefit our scholarship program.

The conference begins Wednesday afternoon with a workshop on the Giles County Trail Center and Mountain Lake, showcasing funding sources, flora and fauna, history, and tourism. Dinner Wednesday night will be in Mary's Barn, preceded by a welcome reception at 5:30 p.m. at the Salt Pond Pub. Following dinner we will kick off our first annual Game Night! Thursday morning focuses on the role of the planner in disaster response scenarios including post-disaster funding, damage assessments, temporary housing, and donation management, followed by a session on solutions for affordable housing projects. After lunch, there will be a session on state funding sources focused on rural issues. Following a short business meeting (open to all attendees) a session on ethics in AI policies will be followed by the annual hike up the mountain at 4:45 p.m. A reception in Mary's Barn begins at 6:30 p.m. followed by dinner, a silent auction to raise funds for the scholarship programs (bring an item or items that highlight your community) and entertainment including our ever popular annual awards ceremony!

The conference concludes with Friday morning sessions on planning and zoning basics, whether you are a new planner or need a refresher, and legal and legislative issues. Unless noted, all sessions will have AICP Certification Maintenance (CM) credits. \*CM Credits for the 2025 conference should be available in the late November - early December timeframe.\*

**REGISTER NOW**





## Energy Landscape of Virginia Series with Joe Lerch

### Episode 20 | The Convergence of Farming with Solar: What is Agrivoltaics?



[Listen to the Podcast.](#)

**Energy Landscape of Virginia Episode 20 | The Convergence of Farming with Solar: What is Agrivoltaics?** Joe Lerch talks with Rachel Henley, Working Lands and State Advocacy Specialist with the Virginia Farm Bureau Federation to explore how farms and solar installations can coexist and what the term “Agrivoltaics” means within this context.

**Where to find out more about topics covered in this episode.**

- [4 The Soil](#) – initiative of the Virginia Soil Health Coalition and Virginia Cooperative Extension to raise awareness of soil as a critical natural resource.
- [Virginia Tech study sheds light on solar farm impacts to property values | Virginia Tech News | Virginia Tech](#)
- [Impact of large-scale solar on property values in the United States: Diverse effects and causal mechanisms](#)
- [Utility-Scale Solar in Virginia – Virginia Cooperative Extension Webinars](#)
- [Solar Farms – Managing Soil & Water Impacts – Soil and Landscape Rehabilitation](#)
- [“RE-EVALUATING THE LAND USE IMPACTS OF UTILITY-SCALE SOLAR ENERGY DEVEL” by Damian Pitt, Aaron R. Berryhill et al.](#)

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



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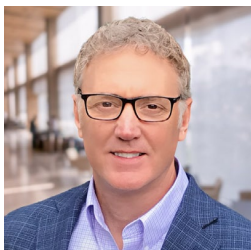
Visit: [www.publicpromiseprocurement.org](http://www.publicpromiseprocurement.org)

Learn more: VACo – Public Promise Procurement: <https://www.vaco.org/county-connections/naco-public-promise-procurement/>

### Or contact:

Anthony Chapman, National Program Director

Email: [achapman@naco.org](mailto:achapman@naco.org) | Phone: 804-399-1821





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**9/26  
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**Gaming:** A Two-Sided Coin for the  
Commonwealth?

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**10/10  
FRI**

**Housing:** Is NoVA on the  
Road to Meeting our Region's  
Housing needs?

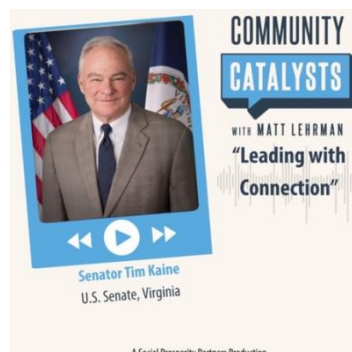
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**10/24  
FRI**

**Climate Resilience:** Local  
Responses to Growing Heat  
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**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](mailto:kwalker@vaco.org) by September 5





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**Kevin DeLeon** | Account Executive | 804.517.2819 | [kevin.deleon@se.com](mailto:kevin.deleon@se.com)

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[Learn More](#)



## Funding

Our projects help overcome your most difficult financial constraints by unlocking unique funding streams like energy and operational savings, grants and incentives, generated revenue and economic impact. We are experts at finding innovative ways to fund infrastructure improvements so you can accomplish more in every project.

[Learn More](#)

## Ranked Globally, Trusted Locally

**TIME**

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

**Guidehouse  
INSIGHTS**

**RANKED  
#1 ESCO**  
By Guidehouse Insights

**ETHISPHERE®**  
GOOD. SMART. BUSINESS. PROFIT.

**2025 World's Most Ethical Companies**  
By Ethisphere



“

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**

”



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



**Kevin DeLeon**  
804.517.2819  
Kevin.DeLeon@se.com





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.



## 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>



# 18<sup>th</sup> 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](mailto: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](#)





## 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](http://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](http://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](mailto: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





**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](mailto: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](mailto: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.



# 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.

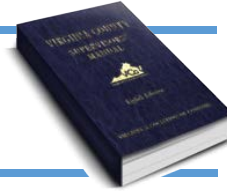
If you are interested in being a mentor or being connected with a mentor, please contact Karie Walker, [kwalker@vaco.org](mailto:kwalker@vaco.org) or 804-343-2504.

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



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**

### ORDER FORM

NAME: \_\_\_\_\_ TITLE: \_\_\_\_\_

COUNTY (OR ORGANIZATION): \_\_\_\_\_

SHIPPING ADDRESS: \_\_\_\_\_

CITY / STATE / ZIP: \_\_\_\_\_

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](#).

[BUILDING INSPECTOR](#) | Patrick County | Posted September 5

[DEPUTY CITY ATTORNEY – LAND USE AND TRANSACTIONAL LAW](#) | City of Charlottesville | Posted September 3

[SENIOR ENGINEERING ASSISTANT](#) | Chesterfield County | Posted September 3

[SENIOR ENVIRONMENTAL PLANNER](#) | Caroline County | Posted September 3

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

[TOURISM MARKETING COORDINATOR](#) | Blacksburg-Christiansburg-Montgomery County Regional Tourism | Posted August 29

[MHSS EMPLOYMENT ASSISTANT/PT \(7:30 – 4:30\)](#) | Chesterfield County | Posted August 29

[COUNTY ADMINISTRATOR](#) | Halifax County | Posted August 29

[FINANCE DIRECTOR](#) | Halifax County | Posted August 29

[MHSS SERVICES SUPERVISOR](#) | Chesterfield County | Posted August 29

[SENIOR ACCOUNTING TECHNICIAN – MEDICAL BILLING SPECIALIST](#) | Chesterfield County | Posted August 29

[UTILITY TV TECHNICIAN](#) | Chesterfield County | Posted August 29

[BUSINESS PROGRAMS COORDINATOR](#) | Campbell County | Posted August 29

[EMPLOYMENT OPPORTUNITIES](#) | Orange County | Posted August 26

[PURCHASING OFFICER](#) | Hanover County | Posted August 26

[DIRECTOR OF ECONOMIC DEVELOPMENT](#) | Goochland County | Posted August 26

[DIRECTOR OF PLANNING, PERMITTING & ENFORCEMENT](#) | Northampton County | Posted August 26

[DIRECTOR OF REAL ESTATE MANAGEMENT](#) | Hanover County | Posted August 26

[CONTROLLER](#) | City of Newport News | Posted August 26

[HEAVY EQUIPMENT OPERATOR \(ENVIRONMENTAL ENGINEERING\)](#) | Chesterfield County | Posted August 22

[UTILITY MECHANIC](#) | Amherst County | Posted August 22

[DEPUTY CHIEF OF TRANSPORTATION](#) | Albemarle County | Posted August 21

[DEPUTY COUNTY ATTORNEY](#) | Albemarle County | Posted August 21

[TECHNOLOGY SUPPORT SPECIALIST I-III](#) | Montgomery County | Posted August 21

[DIRECTOR OF PLANNING & ZONING](#) | Culpeper County | Posted August 20

[DIRECTOR OF HUMAN RESOURCES](#) | Culpeper County | Posted August 20

[CHIEF OF FIRE & RESCUE](#) | Shenandoah County | Posted August 20

[SENIOR PLANNER, REGIONAL PARTNERSHIPS & FUNDING \(TRANSPORTATION PLANNER III\)](#) | Fairfax County | Posted August 20

[DEPUTY COUNTY ADMINISTRATOR](#) | Gloucester County | Posted August 20

[CHIEF OF EMERGENCY SERVICE](#) | Northumberland County | Posted August 20

[ASSISTANT COMMONWEALTH ATTORNEY I](#) | Rappahannock County | Posted August 20

[APPRAISER II OR APPRAISER III](#) | City of Charlottesville | Posted August 20

[BUILDING OFFICIALS & SEDIMENT CONTROL ADMINISTRATOR](#) | Nottoway County | Posted August 19

[PRINCIPAL ENGINEER \(UTILITY\)](#) | Chesterfield County | Posted August 19

[UTILITY WORKER I – WASTEWATER COLLECTIONS](#) | Chesterfield County | Posted August 19

[RESIDENTIAL AIDE \(DAVELAYNE GROUP HOME\)](#) | Chesterfield County | Posted August 19

[RESIDENTIAL AIDE \(OBISQUE GROUP HOME\)](#) | Chesterfield County | Posted August 19

[LIBRARY BRANCH MANAGER – ETTRICK/MATOACA LIBRARY](#) | Chesterfield County | Posted August 19

[LIBRARY CUSTODIAN \(PART-TIME\)](#) | Chesterfield County | Posted August 19

[DEVELOPMENT SPECIALIST – PART C](#) | Chesterfield County | Posted August 19

[SEASONAL MAINTENANCE WORKER \(ENVIRONMENTAL ENGINEERING\)](#) | Chesterfield County | Posted August 19

[MHSS SERVICES MANAGER \(DAY SUPPORT PROGRAM\)](#) | Chesterfield County | Posted August 19

[MHSS EMPLOYMENT ASSISTANT/PT \(7:30 – 2:30\)](#) | Chesterfield County | Posted August 19

[DIRECTOR OF ECONOMIC DEVELOPMENT](#) | Posted August 18

[DIRECTOR OF LIBRARY SERVICES](#) | Chesterfield County | Posted August 18

[DIRECTOR OF PLANNING & COMMUNITY DEVELOPMENT](#) | City of Colonial Heights | Posted August 18

[BUILDING INSPECTOR](#) | Westmoreland County | Posted August 18

[YOUTH SERVICES SPECIALIST](#) | Botetourt County | Posted August 18

[ECONOMIC DEVELOPMENT SPECIALIST](#) | King George County | Posted August 18

[ECONOMIC DEVELOPMENT MANAGER](#) | King George County | Posted August 18

[COUNTY ATTORNEY](#) | Culpeper County | Posted August 18

[ACCOUNTANT](#) | Montgomery County | Posted August 18

[UTILITY WORKER I](#) | Chesterfield County | Posted August 18

[GRANTS & SPECIALS PROJECTS COORDINATOR](#) | City of Salem | Posted August 18

[DIRECTOR OF REAL ESTATE](#) | Fairfax County | Posted August 18

[AIRPORT MAINTENANCE TECHNICIAN I & II](#) | City of Manassas | Posted August 15

[BENEFIT PROGRAM SPECIALIST I](#) | Chesterfield County | Posted August 11

[RESIDENTIAL AIDE \(PART-TIME\)](#) | Chesterfield County | Posted August 11

[SENIOR CLINICIAN \(VETERAN TREATMENT DOCKET\)](#) | Chesterfield County | Posted August 11

[SENIOR CLINICIAN \(RECOVERY COURT\)](#) | Chesterfield County | Posted August 11

[MHSS EMPLOYMENT ASSISTANT/PT](#) | Chesterfield County | Posted August 11

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

[PLANNING DIRECTOR](#) | Warren County | Posted August 11

[COUNTY ADMINISTRATOR](#) | King William County | Posted August 11

[SENIOR ENVIRONMENTAL CONSTRUCTION INSPECTOR](#) | Chesterfield County | Posted August 11

[DIRECTOR OF COMMUNITY DEVELOPMENT](#) | Town of Woodstock | Posted August 11

[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

# 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



President  
**Ruth Larson**  
James City County



President-Elect  
**Victor S. Angry**  
Prince William County



First Vice President  
**Phil C. North**  
Roanoke County



Second Vice President  
**Jerry Boothe**  
Floyd County



Secretary-Treasurer  
**Donald L. Hart, Jr.**  
Accomack County



Immediate Past President  
**Ann H. Mallek**  
Albemarle County

## VACo STAFF

**Executive Director** | Dean A. Lynch, CAE  
**Deputy Director** | Katie Boyle  
**Director of Intergovernmental Affairs** | Jeremy R. Bennett  
**General Counsel** | Phyllis A. Errico, Esq., CAE  
**Director of Communications** | Anh G. Harter  
**Government Relations Associate** | James Hutzler  
**Director of Technical Services** | John N. Kandris, A+, ACT, CCA  
**Director of Finance** | Sue Klaczynski  
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**Administrative Coordinator** | Valerie M. Russell  
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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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