

## VACo Celebrates Phyllis Errico's Career



Virginia Association of Counties General Counsel Phyllis A. Errico, CAE, will be retiring at the end of the year, concluding a distinguished career at the Association as an advocate and advisor. Errico joined VACo in March 2002 and provided expert legal advice to the Association's Board of Directors and staff, as well as advocating for the interests of county governments in a variety of policy areas, including procurement, land use, public safety, and the Freedom of Information Act. She provided key staff support for the Certified County Supervisors' Program for many years, spearheaded a complete revision of the *Virginia County Supervisors Manual*, and played a vital role in ensuring that local governments received a share of opioid litigation settlement dollars to support prevention and treatment efforts.

Prior to her tenure at VACo, Errico served as Senior Assistant County Attorney in Henrico County, Assistant County Attorney in Hanover County, and Assistant Attorney General

for the Commonwealth of Virginia. Errico continued to support the local government legal community throughout her time at VACo, coordinating participation in amicus briefs in important legal cases and serving as a resource for city and county attorneys throughout the state. Her colleagues in the Local Government Attorneys of Virginia honored her extensive contributions to the field by selecting her to receive the Edward J. Finnegan Elizabeth D. Whiting Award for Distinguished Service in 2023.

Errico also dedicated years of service to the association community, serving as President of the Virginia Society of Association Executives in 2020. In 2022, she was honored with the Virginia Society of Association Executives Award of Excellence for Association Staff.

VACo Executive Director Dean Lynch said, “Phyllis has been a champion for local governments throughout her career, and she helped make VACo the strong organization it is today. This is a bittersweet time – we wish Phyllis a happy and fulfilling retirement, and we will miss her very much.”

Errico said, “Being part of the VACo organization has been the ideal career crowning experience for me. Being part of the VACo team has combined my years of experience in both State and Local Government with my passion for good public policy and service to our communities. I truly value all of the experiences I’ve had over the years and most importantly the people I’ve had the pleasure to work with.”





# VACo General Counsel Phyllis Errico through the years at the Association





# Legislative Commission Proposes Removing Local Referenda Option Prohibiting Sales of Marijuana

## Cannabis Control Authority

Virginia's official authority for how to safely and legally engage with cannabis from cultivation to consumption

On December 2, the [Joint Commission to Oversee the Transition of the Commonwealth into a Cannabis Retail Market](#) presented proposed legislative changes to bills from the 2025 legislative session that passed the General Assembly but were vetoed by the Governor. One significant change impacting local authority removes language giving the option for localities to hold a local referendum to prohibit the retail sale of marijuana within its boundaries ([see language on local referendum adopted by legislature in 2025](#)). This means that any permit issued by the state Cannabis Control Authority for a local retail store cannot be regulated (except for limiting hours of sales) or prohibited by local resolution or ordinance.

In a recent [opinion piece](#) in the Cardinal News commission members (Delegate Paul Krizek, Delegate Will Morefield, and Senator Lashrecse Aird) state “... any legislation that removes the opt-out option will also allow local governments to maintain full zoning authority, set operational guidelines, review local business licensing and set buffer distances from schools and houses of worship.” VACo will be reviewing the draft legislation, once it is introduced, to determine the extent of local zoning authority to regulate location.

Other notable changes that should interest counties include:

- Raising the local tax on sales of product localities may impose from 2.5 percent to 3.5 percent;
- Changes the required minimum distance between retail stores from 1,000 feet to one mile (NOTE: The maximum number of retail stores in the Commonwealth, per the legislation, remains at 350);
- Adds language stating a retail marijuana store shall not be located within 1,000 feet of places of religious worship, hospitals, schools, playgrounds, child day programs, substance use disorder treatment facilities, or government facilities; and
- Directs the Commission to study the establishment and implementation of on-site consumption licenses and microbusiness cannabis event permits, such as farmers markets.

For a full list of the proposed changes go to [Proposed Changes for Consideration - 12/2/2025](#). All proposed changes in this document refer directly to [HB 2485](#) and [SB 970](#) that passed both chambers in the 2025 session prior to being vetoed by the Governor.

To view the presentation by the Commission and public testimony on the proposed changes - [go to this link](#).

VACo Contacts: [Joe Lerch, AICP](#) and [Katie Boyle](#)



## Visit Virginia 250 Preservation Fund Sites and Support the Nation's Semiquincentennial



[Surry County, VA History Museum](#)

Governor Glenn Youngkin last year announced the 35 preservation projects from across the Commonwealth that were awarded grant funding through the Virginia 250 Preservation Fund.

In 2024, Governor Youngkin and the General Assembly established the Virginia 250 Preservation Fund in the Commonwealth's [2024-2026 Biennial Budget](#) to support capital improvement projects at historic sites and museums that anticipate a significant increase in visitation in 2026, the year of the 250th anniversary of the Declaration of Independence, also known as the nation's Semiquincentennial. The Department of Historic Resources (DHR) administers the funds from the grant program.

[Here's a list of the Preservation Fund recipients.](#)

"As the United States of America prepares to celebrate its 250th birthday in 2026, there is no better time to show the world the essential role that Virginia has played in our Nation's founding," said Governor Glenn Youngkin. "These investments in historic properties will allow them to showcase their significant cultural value, preserving them for future generations."

Following a preapplication screening process in the summer of 2024, DHR invited 218 out of 227 initial preapplicants to submit a full application for the program. DHR received 166 completed full applications. A DHR internal review panel, with input from representatives in the Office of the Commonwealth's Secretary of Natural and Historic Resources and the Governor's Office, selected 35 projects for a total of \$19,993,983.26 in funding.

As part of the grant program's selection process, priority was given to projects featuring properties listed in the Virginia Landmarks Register (VLR) and/or the National Register of Historic Places (NRHP), properties designated as a National Historic Landmark (NHL), and properties determined eligible for any such listing by DHR. The projects that received awards include efforts to stabilize and repair historic buildings, which will ensure that visitors from Virginia and beyond can continue to benefit from these important educational resources for years to come. Enhancements to accessibility features, which will help sites serve more visitors, are included in nearly half of the projects. After the funded projects are completed, a number of the sites will serve as venues for events and multipurpose gathering, thus contributing to the economic and social vitality of their respective communities.



**JANUARY 2026**

January 23 to March 27 | **Supervisors' Certification Program (Budget Module)** | VACo Headquarters

January 14 | **General Assembly Convenes** | Richmond

**FEBRUARY 2026**

February 5 | **VACo Board of Directors Meeting** | Omni Richmond Hotel

February 5 | **VACo County Government Day at the General Assembly** | Omni Richmond Hotel

February 6-7 | **Board Chairpersons' Institute** | Omni Richmond Hotel and VACo Headquarters

February 21-24 | **NACo Legislative Conference** | Washington, D.C.

**APRIL 2026**

April to September | **VACo Regional Meetings** | TBA

**MAY 2026**

May 1 to June 26 | **Supervisors' Certification Program (Land Use and Planning Module)** | VACo Headquarters

TBA | **VACo Board of Directors Meeting** | Prince William County

**JULY 2026**

July 17-20 | **NACo 2025 Annual Conference & Exposition** | Orleans Parish/New Orleans, LA

**AUGUST 2026**

August 13 | **VACo County Officials' Summit** | Omni Richmond Hotel

August 14 | **VACo Board of Directors Meeting** | VACo Headquarters

August to October | **Supervisors' Certification Program (Leadership Module)** | VACo Headquarters

**NOVEMBER 2026**

November 7-10 | **VACo 92nd Annual Conference** | The Omni Homestead

November 8 | **VACo Board of Directors Meeting** | The Omni Homestead





## JANUARY 2026 HIGH PERFORMANCE LEADERSHIP

This is an online program with content provided by industry leading executives. The curriculum provides best practices in leadership, organizational development and change management, negotiation and collaboration, effective business communication, and how to deliver increased value from high performance county management.

### Course 1: Leadership Mindset & Positive Engagement

This course provides insights from members of the program's National Leadership Board on the ways leaders shift their mindset from being excellent individual contributors to becoming highly effective leaders. The course also focuses on increasing empowerment and engagement to achieve individual, team and enterprise success. The second half of this course demonstrates how leaders enable "positively deviant" performance and engender positive culture and communication.

### Course 2: Leading Effective Change

The emphasis of this course is to prepare participants to engage in change initiated by others and to drive effective change as an active change agent. This course illustrates three facets of organizational change, including planning, executing and sustaining successful change. A balance of theoretical and pragmatic insights allows participants to understand the strategic, financial or market-based reasons for change and drive toward breakthrough results.

### Course 3: Communication and Collaboration

Participants learn and practice the skills needed to improve the quality of interpersonal communication in a variety of contexts. Participants will learn how to effectively speak the language of business and convey information across diverse stakeholder groups, as well as break down silos between business divisions to drive better decision making. Each participant will understand effective communication as it relates to leading others, managing conflict, providing and receiving feedback, and negotiating with the Mutual Gains Approach.

### COURSE 1: January 5<sup>th</sup> – January 30<sup>th</sup>

Module 1: Your Leadership Mindset  
Module 2: Your Potential as a Positive Leader  
Module 3: Positive Leadership and Your Team:  
Empowerment & Engagement  
Module 4: Leadership Rules and Your Oath

### COURSE 2: February 2<sup>nd</sup> – February 27<sup>th</sup>

Module 1: The Process of Change: Planning  
Break Week: February 9<sup>th</sup> – February 13<sup>th</sup>  
Module 2: The Process of Change: Executing  
Module 3: The Process of Change: Sustaining

### COURSE 3: March 2<sup>nd</sup> – March 20<sup>th</sup>

Module 1: Speaking the Language of Business  
Module 2: Mutual Gains Approach  
Module 3: It's All About People  
Graduation: March 20<sup>th</sup>



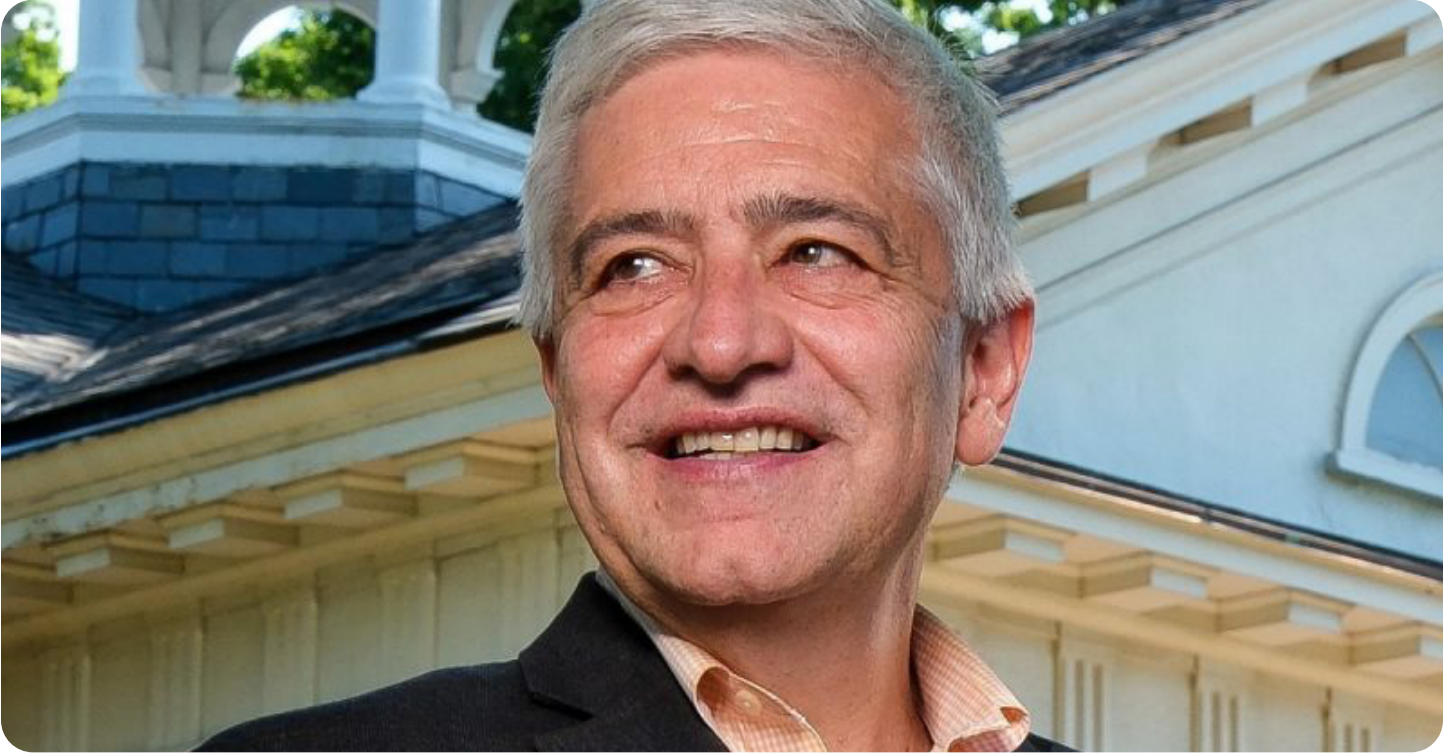
"Many frontline managers are exactly the people we cannot afford to lose. The NACo High Performance County Leadership Academy helps to retain these vital employees and helps enable them to be better leaders."

Matt Chase, Executive Director, NACo





## County Administrator Joe Casey to Retire Effective July 2026



Dr. Joseph P. Casey, Chesterfield's county administrator since 2016, has announced his retirement effective July 1, 2026.

That will mark 10 years to the day Casey began his tenure as chief executive of Virginia's fourth-largest county, where he leads a local government with more than 4,000 full-time county employees and a \$2.4 billion budget.

Reflecting on a public service career that has spanned 37 years and three of the Richmond region's four large localities, Casey said he's ready to write his next chapter.

"The longing I have for time to spend with Suzanne, and to be more available for memories with my sons and their plus ones, plus the role of being a good caretaker son to an aging mother, has led me to the difficult decision to retire," he said.

"There are many chapters in the book of life and this chapter has been an amazing story to help write," he added. "I'm looking forward to starting another chapter that hopefully will also be amazing."

Economic development has flourished under Casey's leadership, attracting such well-known companies as LEGO and Google, as well as Commonwealth Fusion Systems' first-of-its-kind grid-scale nuclear fusion power plant. These projects and many others represent \$12 billion of capital investment and 10,200 new jobs, while also expanding and diversifying the county's commercial tax base.

Chesterfield also has made unprecedented progress in improving Virginia's second-largest road

[More CASEY on Next Page](#)



network – most notably, providing local funding for Phase I of the Powhite Parkway Extension, a project that has been on the county's thoroughfare plan since the 1980s, by leveraging annual Central Virginia Transportation Authority revenue to pay the debt service on a 2024 bond issuance. Hundreds of millions of dollars of additional infrastructure improvements are in the construction pipeline.

"Dr. Joe Casey has been an inspirational leader for the last 10 years for Chesterfield County. No one works harder than Joe at taking Chesterfield forward," Matoaca District Supervisor Kevin Carroll said. "He truly cares about the community and understands the importance of improving service and infrastructure to provide the best place to live, work and raise a family. He will be missed."

Over the past decade, Chesterfield has spent more than \$1 billion on public facilities to enhance quality of life for a growing population – including construction of 12 new schools and extensive renovation of two others, three new fire stations, two new parks and community recreation centers, and a new library. The county also invested in its people, implementing a historic pay plan that brought salaries for thousands of teachers, police officers, firefighters and sheriff's deputies into a market competitive position.

"Joe's compassion for people and the community is evident in every aspect of his work and leadership style," said Board of Supervisors Vice Chair Mark Miller (Midlothian District). "He hasn't just done the job; he's lived it, and Chesterfield is better for it. I wish him the very best as he writes his next chapter, and I'm thankful he will remain a resident in the community he has helped shape in so many ways."

Chesterfield accomplished all this, and much more, during Casey's time as county administrator while building on its reputation for strong financial management. Earlier this year, Chesterfield became the first Virginia locality to obtain AAA bond ratings from four different ratings agencies. Since then, both Henrico and Hanover counties likewise have obtained Quad-AAA status, putting the Richmond region in a class by itself nationally.

"Above all of Joe's many strengths is his ability to maintain relationships throughout the county and region," said Board Chair Jim Ingle (Bermuda District). "One would be hard pressed to find someone in local government who doesn't know Joe or have some knowledge of his work. Joe approaches every challenge as an opportunity for citizens and the community to grow stronger. He will be missed."

A New Jersey native, Casey began his career in local government with Hanover County in 1990. He was working as a deputy county manager in Henrico when he was hired to succeed James J.L. Stegmaier as Chesterfield's county administrator in 2016.

"Joe's impact on Chesterfield cannot be overstated," Clover Hill District Supervisor Jessica Schneider said. "For more than a decade, his insight, vision, and leadership have helped shape our community, and the fact that he will continue to call Chesterfield home is a true testament to his connection to this place. His legacy will continue to guide us, and I wish him all the best in a well-earned retirement."

Casey announced his retirement now to give the Board of Supervisors ample time to complete the recruitment process and identify his successor.

"As the newest member of the board, my only regret will be not having more time to work closely with Joe," Dale District Supervisor LeQuan Hylton said. "His commitment to the work is evident, but it's his compassionate style of interacting with other leaders and staff that set him apart. I'm looking forward to his insightfulness over the next six months as I grow into my new role."

# King William County Board of Supervisors Appoints a New County Administrator

The King William County Board of Supervisors is pleased to announce the selection of Mr. Derek L. Stamey as its new County Administrator. At its meeting on Monday, December 8th, the Board of Supervisors approved an employment agreement with Mr. Stamey and made the formal appointment. Mr. Stamey is local government veteran with over 20 years of leadership experience in county government in Virginia. He will succeed Stacey Davenport, who left County employment in June after serving one year as County Administrator. Mr. Clarence Monday, with the Berkley Group, has served as Interim County Administrator during the transition.



Board of Supervisors Chair Justin Catlett said, "We are excited to welcome Mr. Stamey to King William County. During the interview process, which included the two newly elected Supervisors, we were all impressed by Derek's breadth of experience in similar counties. He understands the challenges of accommodating growth while preserving rural character and enhancing quality of life in the community. We found Derek to be knowledgeable and engaging and we feel that he will be a good fit for King William County." Mr. Catlett also thanked Clarence Monday for his service as Interim County Administrator, "We appreciate what Mr. Monday has done for the County during the transition period."

The Board of Supervisors conducted a national search for the new County Administrator, assisted by the Berkley Group of Bridgewater, Virginia. The Berkley Group received applications, conducted initial interviews with the most qualified candidates, and assisted in selecting finalists for interviews with the Board of Supervisors.

Mr. Stamey earned a Bachelor of Science degree and a Master of Public Administration degree from Virginia Commonwealth University. He also holds a Graduate Degree in Executive Management and Leadership from Liberty University and is working to complete a doctorate in Public Policy from Liberty University. He is a member of the International City/County Management Association (ICMA), the Virginia Local Government Management Association (VLGMA), and the Government Finance Officers Association (GFOA).

Mr. Stamey served Hanover County, Virginia, from 2007-2009 and again from 2021-2022, the latter as the Director of Parks and Recreation. He served in Goochland County, Virginia, from 2009 to 2021 as Director of Parks, Recreation and Facilities, Deputy County Administrator, and Interim County Administrator. During his tenure in Goochland, he was involved with a number of award winning projects recognized by Virginia Commonwealth University, the Office of the Governor, the National Association of Parks and Recreation Officials and the Virginia Recreation and Parks Society. In 2019

he was recognized by VLGMA as the Deputy County Administrator of the Year. Mr. Stamey's most recent position is in Cumberland County, where he has served as County Administrator since 2022. Among his varied responsibilities he has placed a particular focus on sound financial management, economic development, public safety, and facilities planning and development.

Mr. Stamey commented, "I am pleased to have the opportunity and privilege of serving the citizens of King William County. I believe that my experience in similar rural localities has given me the capability to lead the King William employee team under the policy guidance of the Board of Supervisors. I have a passion for public service, for staff development, and for efficient and effective local government. I appreciate the confidence that the Board has shown in me and look forward to working with it, the staff, and citizens of King William County to advance the Board's vision for the community."

After a transition period with the Interim County Administrator, Mr. Stamey will assume his role as the County's Chief Administrative Officer in the new year.



## Jensen Named New Director of Chesterfield Public Library



Carolyn Jensen, assistant director of Chesterfield Public Library (CPL) since 2016, has been promoted to lead the county's library system as director effective Dec. 20.

Jensen takes over as director of CPL from [Mike Mabe, who after 23 years with Chesterfield County, will retire Dec. 31.](#)

With more than 18 years of experience in library leadership, Jensen has been with Chesterfield Public Library in a variety of roles since 2008. She has particular expertise in community engagement, strategic planning and leveraging data analytics to drive decision-making and innovation.

Jensen holds a Master of Science in Library Science from Catholic University of America and a Master of Arts in Philosophy from the University of Reading in Reading, England. She is currently pursuing a Master of Public Administration at Virginia Commonwealth University's L. Douglas Wilder School of Government and Public Affairs.

In her current role, Jensen oversees operations of a library system with a \$15 million operating budget, 200 staff members and more than 1 million annual in-person visits. She leads strategic planning, budget management, community partnerships and facility development across the library system's 10 branches.

"I'm so very honored and excited to continue to serve this community as director of Chesterfield Public Library," Jensen said. "The library has always been a foundational institution in my life, and I look forward to building on our proven approach to preserving and refreshing the heart of library service, while expanding our new and innovative approaches to programs and service delivery."

# VACo Releases Its 2026 Legislative Program



VACo has released its [2026 Legislative Program](#), which was adopted by membership on November 11 at the Annual Business Meeting. The 2026 Legislative Program was drafted through VACo's steering committee process. The document has a host of important and timely proposed policy statements, including language pertaining to K-12 education funding, local taxing authority, stormwater regulations, land use planning, transportation, broadband, health and human resources and other local budget and legislative issues.

Click on the link to read the [2026 Legislative Program](#).

VACo's eight steering committees finalized and adopted their policy sections on November 9. The Resolutions Committee ratified the Legislative Program on November 10. VACo's membership voted to adopt the final Legislative Program on November 11.

For questions regarding VACo's legislative process, contact Dean Lynch at [dlynch@vaco.org](mailto:dlynch@vaco.org) or 804.343.2511.

**VACo Contact:** [Dean Lynch, CAE](#)



## Ethics Council Increases State Gift Cap to \$131



On November 19, the Virginia Conflict of Interest and Ethics Advisory Council formally increased the state gift cap—found in Virginia Code §§ [2.2-3103.1](#) and [30-103.1](#)—to \$131.

State law requires the Council to adjust the cap every five years based on inflation, using the United States Average Consumer Price Index for All Urban Consumers (CPI-U) as published by the U.S. Bureau of Labor Statistics. The updated amount must reflect the cumulative CPI-U increase over the previous five-year period and be rounded to the nearest whole dollar.

The last adjustment occurred in 2020, when the cap rose from \$100 to \$108. This latest increase to \$131 is retroactive to January 1, 2025, and will remain in effect for the 2025 calendar year and the following four years.

Local officials and employees with questions about the updated cap or related ethics requirements may contact the Ethics Council at [ethicscouncil@dls.virginia.gov](mailto:ethicscouncil@dls.virginia.gov).

**VACo Contact:** [Dean A. Lynch, CAE](#)

## Virginia Retirement System (VRS) Approves FY 2027-2028 Employer Contribution Rates for Participating Political Subdivisions and Changes to Emergency Dispatcher Plans



At the November 13 [meeting](#) of the VRS Board of Trustees, the Board approved FY 2027-2028 employer contribution rates for participating political subdivisions. Gabriel, Roeder, Smith & Company (GRS), the VRS plan actuary, highlighted factors that influenced contribution rates, based on data from the June 30, 2025 valuations. As previously [reported](#), odd year valuations determine employer contributions for the coming biennium.

The employer contribution rates are for the 602 participating political subdivisions, health insurance credit (HIC) for participating political subdivisions, Virginia Local Disability Program (VLDP), and Line of Duty Act (LODA) Fund. Employer [contribution rates](#) provided for non-professional school board and political subdivision plans, including VLDP and the health insurance credit for political subdivisions, are final once certified by the VRS board. In mid-to-late January, political subdivision employers will be able to download their actuarial valuations and rate letters from [myVRS Navigator](#).

Overall, the number of active participants in political subdivision plans increased 3.9% from the prior year, as did the number of retirees (3.3%). The average salary of political subdivision employees increased 4.4%. Inflation remained elevated this past year, resulting in higher-than-expected cost-of-living rates. The annualized return on the VRS trust fund portfolio was 9.9% as of June 30, 2025, surpassing the actuarially assumed rate of return of 6.75%. Investment gains are phased in gradually over time to help keep contribution rates level. Overall, political subdivision pension plans are well-funded. The aggregate funded status for local plans stood at 92% as of June 30, 2025. More than three-quarters of political subdivision plans (455 employers total) are at least 90% funded.

Political subdivision plans contribution rates are calculated based on the assets and liabilities of each individual participating employer, the benefit offerings (enhanced hazardous duty coverage, for example), the demographics of the covered employees and the current funded level of that employer's plan.

Overall, the average defined benefit rate paid by political subdivision employers will decrease slightly in FY 2026-2027, compared to the previous biennium. The average actuarially determined employer defined benefit rate for employers that don't offer enhanced hazardous duty benefits is 4.98%. The average defined benefit rate for employers that offer enhanced hazardous duty benefits is 12.32%



The funded status of the VDLP for teachers and political subdivisions remains strong. Political subdivisions that offer the health insurance credit saw steady increases in funding as well. The VLDP contribution rate will increase slightly in FY 2027-2028. For the political subdivisions that offer it, the HIC rate will be slightly lower in FY 2027-2028.

Pending approval from the General Assembly, LODA Fund-participating employers will pay \$1,385 per full-time employees, an increase from \$1,015 this fiscal year. As required by law, LODA benefits are funded on a “pay-as-you-go” basis, covering the health care premiums for current beneficiaries as well projected costs of any new claims. Because contribution rates are not pre-funded, participating employers should expect to see annual increases.

The LODA rate increase this year can be attributed to: higher healthcare costs, modification of employer weightings for certain covered groups, including part-time, volunteers and National Guard members, which led to a decrease in full-time equivalent participants, and an increasing number of beneficiaries.

Next quarter, VRS will send actuarial reports to each VRS-participating employer that will include the retirement plan contribution rate, along with rates for the health insurance credit, if applicable. You can view the actuary’s [presentation](#) to the board for additional information.

More information the VRS Board of Trustees and the November 13 meeting may be viewed [here](#) and [here](#) respectively.

Also, effective July 1, 2026, legislation ([Acts of Assembly, Chapter 190](#)) changes how disability coverage is provided to emergency dispatchers at public safety answering points (PSAPs). All eligible dispatchers employed by participating political subdivisions will move to the Virginia Local Disability Program (VLDP) or an employer’s comparable program, unless they opt out, which can be done between February 1 and March 31.

Dispatchers employed on June 30 and July 1, 2025, have a one-time opportunity to opt out and remain in disability retirement. VRS will provide opt-out forms to employers in early 2026. Forms must be completed by employees and returned to by March 31, 2026, then certified and sent to VRS promptly. Employees who take no action will automatically move to VLDP on July 1, 2026. This decision is irrevocable.

Dispatchers hired on or after July 1, 2025, will move to VLDP or a comparable program on July 1, 2026, and cannot opt out. Employers should counsel these employees about the change. Employers should encourage employees to update contact information in myVRS to ensure timely communication and prepare to administer the opt-out process and certify forms.

VRS will be conducting a [webinar](#), on January 21 at 2 p.m. This session will help clarify employer responsibilities related to administering the opt-out period and offer practical guidance for implementation and counseling. Employers may also wish to review a [recorded version](#) of a September webinar. The [VLDP for Emergency Dispatchers webpage](#) includes legislation details, a side-by-side comparison of disability retirement and VLDP, and employer guidance. Additional questions on this topic may be sent to [DispatcherVLDP@varetire.org](mailto:DispatcherVLDP@varetire.org).

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

# Joint Commission on Health Care Considers Transportation Barriers to Care, Access to Pharmacies, Medicaid Oversight

At its December 3 meeting, the Joint Commission on Health Care acted on recommendations from three staff studies and planned its work for the next year.

**Addressing Transportation-Related Barriers to Health Care:** Commission staff were directed to examine transportation barriers to health care in Virginia and identify strategies that could be implemented to address these barriers. Members approved a series of recommendations aimed at enhancing transportation options, although several members who also serve on the legislature’s “money committees” abstained from voting on recommendations that would involve additional funding, citing a reluctance to commit to additional spending given the known budget pressures facing the state. Key recommendations approved by the Commission include:

- Improving non-emergency medical transportation provided through Medicaid by aligning performance metrics across the state’s Medicaid program and developing guidance for prior authorization for non-emergency medical trips.
- Dedicating a portion of funding from the Commonwealth Mass Transit Fund for human services transportation programs; staff proposed dedicating 0.0045 percent of the Fund to this purpose, in addition to the existing \$1.5 million set-aside, which would increase the amount of funding to approximately \$2.4 million in total.
- Improving the state’s ability to use federal funds by providing technical assistance to program grantees. Currently, the state benefits from the Federal Transit Administration’s Section 5310 program, which supports mobility enhancements for older adults and individuals with disabilities; other federal funds may be used to match these dollars, but grantees, particularly smaller nonprofits, have expressed concerns about the difficulty of managing funding from multiple sources.
- Supporting regional resource-sharing in transportation services by establishing a competitive grant program for regional hubs to increase their capacity to provide trips, or for expansion of mobility management services, which assist individual clients with coordinating appropriate transportation options.
- Providing funding for localities to support microtransit services in rural areas; these services provide rides upon request by riders through an optimized route with pickup and drop-off points within a set service area.

The full report is available at [this link](#).



**Access to Pharmacy Services:** Staff presented preliminary findings to the Commission earlier this year, noting that access to community pharmacies improves health outcomes, but that the number of community pharmacies operating in Virginia has declined since 2019, largely due to financial pressures associated with reimbursement rates.

Key recommendations approved by the Commission (with similar abstentions based on financial constraints) include:

- Taking steps to set a minimum dispensing fee for prescriptions for Medicaid members, which would be developed by the Department of Medical Assistance Services. DMAS would also be required to share the results of a 2024 survey of pharmacists' costs in dispensing prescriptions for Medicaid members; this survey is conducted every five years and is used to update fees.
- Establishing an incentive program to provide funding for pharmacies serving communities with little or no access to pharmacies.
- Increasing funding to the Virginia Association of Free and Charitable Clinics and the Virginia Community Healthcare Association to expand pharmacy services to unserved localities.
- Developing a methodology for setting drug ingredient cost and minimum dispensing fees to be paid by pharmacy benefit managers (PBMs). These entities are third parties that manage prescription drug programs on behalf of payors (such as employers or commercial health plans) and contract with pharmacies to set reimbursement rates. Staff's report explains that independent community pharmacies report receiving reimbursement rates from PBMs that do not cover their costs, although chain pharmacies may be able to negotiate more favorable rates or absorb lower reimbursements.

The full report is available at [this link](#).

**Legislative Oversight of Medicaid Spending:** Staff outlined various ways the legislature has enhanced its oversight of the Medicaid program, including the addition of new reporting requirements and legislative involvement in the Medicaid forecasting process, the establishment of the Joint Subcommittee for Health and Human Resources Oversight (which includes Medicaid within its scope), and the creation of a special unit within JLARC to review health and human services issues. Staff offered several options to provide more comprehensive oversight of the program, including establishing a Medicaid-specific legislative commission or adding staff to JLARC, the Joint Commission on Health Care, or the money committees; after some discussion of budget constraints, the Commission opted to direct the Joint Subcommittee on Health and Human Resources Oversight to conduct ongoing monitoring, oversight, and evaluation of the program. The full report is available at [this link](#).

**2026 workplan:** Staff will undertake three studies in 2026, which are planned to be limited in scope, pending action by the legislature to refer additional topics next session. These studies will review the financial condition of rural hospitals; the public health effects of e-cigarette use and regulation of e-cigarette retailers; and the impact of federal policy changes on Medicaid in Virginia.

VACo Contact: [Katie Boyle](#)

## Virginia Fire Services Board Approves Changes to the Aid to Localities Policy: Fire Reporting as a Condition



On December 2, the Virginia Fire Services Board met and approved proposed changes from the Department of Fire Programs (VDFP) to the Aid to Localities (ATL) Program Policy to ensure compliance with [legislation](#) mandating that fire departments report incidents to National Emergency Response Information System (NERIS) to remain eligible for ATL funding. The adopted draft policy can be viewed [here](#). This policy must be submitted through the regulatory [process](#) and will not be effective until July 1, 2026. VDFP expects to submit the information for regulatory review towards the beginning of Calendar Year 2026.

As previously [reported](#), the policy requires that VDFP run a compliance report twice a year. If a department is listed as noncompliant, they will be placed on a list provided to localities that cannot receive ATL funds. The onus would be on the locality to withhold funds to departments that appear on the list unless they did not run any emergency incidents during the period. If a locality willingly funds a department not in compliance, they will lose all ATL funding for the year. The Fire Service Board also asked VDFP to request contact information from localities of fire and EMS departments operating within their respective jurisdictions.

The Board also discussed the newly created Personal Protection Equipment (PPE) Grant [Program](#). According to VDFP staff, approximately 126 applications for funding were received by VDFP, totaling more than \$9 million in stated need, of which only \$5 million was available to be awarded. VACo continues to urge the General Assembly to provide additional resources that would assist local governments with the recruitment, retention, training, and support of first responders such as law enforcement, fire and EMS personnel, and 9-1-1 dispatchers.

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



## **Commission on Youth Wraps up 2025 Work, Discusses Juvenile Justice, Child Welfare System Enhancements**



The Commission on Youth held its final meeting of 2025 on December 2, revisiting the subject of its first meeting of the year – concerns about conditions at the Bon Air Juvenile Correctional Facility – and discussing several other issues related to the child welfare system.

**Juvenile justice:** The Commission had convened a small workgroup this spring following an initial presentation from the Department of Juvenile Justice about issues at Bon Air, and Commission members endorsed the group’s recommendations at the December 2 meeting.

These recommendations included:

- Clarifying that a court has the authority to refer a delinquency charge back to the Court Services Unit intake officer for diversion at any point prior to the commencement of an adjudication hearing (with the concurrence of the juvenile and the Commonwealth’s Attorney, if the prosecutor is a party to the case).
- For juveniles who are committed to the Department for an indeterminate length of stay, requiring

[More YOUTH on Next Page](#)

the Department of Juvenile Justice to petition the court if it determines that a juvenile's length of stay should be longer than the Board of Juvenile Justice's estimated length of stay guidelines.

- Directing the Commission on Youth to work with the Office of the Children's Ombudsman to determine what changes would be necessary to expand the Office's jurisdiction to include juveniles committed to the Department of Juvenile Justice.
- Directing the Department of Juvenile Justice to convene a workgroup to develop clear standards for maximizing out-of-room time for committed youth and minimizing reliance on room confinement.
- Hiring two additional employees to provide mental health services for juveniles at Bon Air.

The Commission had also sent a letter to the Governor requesting an investigation of conditions at Bon Air, which was conducted by the Office of the State Inspector General; a [report](#) was released late last week.

**Office of the Children's Ombudsman Annual Report:** Eric Reynolds, Director of the Office of the Children's Ombudsman, [presented an overview](#) of the Office's annual report. The Office is empowered to protect the rights of children receiving child protective services, in foster care, or placed for adoption; review child-serving agencies' policies and make recommendations for improvement; investigate administrative actions by child serving agencies, including the Virginia Department of Social Services and local departments of social services; and investigate child fatalities due to abuse.

Mr. Reynolds outlined several findings in the annual report, including local departments' lack of participation in multidisciplinary teams that are intended to ensure a coordinated response to a report of abuse; deficiencies in local departments' follow-up with mandated reporters of abuse; problems with transferring cases between local departments; and a lack of engagement with fathers in child protective services (CPS) cases.

The report includes a series of recommendations, including:

- Improving support for the local child welfare workforce, to include providing competitive salaries for child welfare workers and parity across departments to avoid employees leaving one department for better pay at another; reinstating in-person training for local department staff; funding workforce supports, including a peer support line and on-site crisis response after critical incidents; creating a state pool of emergency CPS and foster care workers to assist short-staffed local departments with timely responses to CPS reports; and authorizing more consolidation of local departments in order to pool resources.
- Centralizing the intake system for CPS referrals so that the Virginia Department of Social Services would receive referrals and make validity determinations (with the exception of local departments with dedicated intake staff and processes that meet state standards).
- Requiring local departments to respond to CPS reports within 24 hours of receipt if the child is younger than three years old (this response time currently applies to children younger than two).



- Improving efforts to address parental substance use, such as implementation of Plans of Safe Care (which are plans to be followed when a CPS report is received alleging a child has been born substance-exposed, ensuring that the baby is safe and the family receives supportive services) and training for professionals and agencies that work with families.
- Strengthening state oversight over local administration by allowing the Commissioner of Social Services to issue corrective action plans and temporarily assume control over a local department's administration of CPS when a local department fails to provide services and considering the creation of a process for the Commissioner to remove local directors for failure to properly administer social services programs.
- Improving legal representation in child welfare cases.
- Establishing a permanent Children's Cabinet that would coordinate among executive branch agencies.

The full report may be found at [this link](#).

**Petitions for Relief of Custody:** Commission members also received [a staff briefing](#) on the recommendations of a workgroup reviewing certain issues related to petitions for relief of custody. Virginia Code allows parents to petition a court to be relieved of their responsibility for care and custody of a child; such a petition is first referred to the local department of social services for investigation and the provision of services. After a court hearing, if the petition is granted, the child may be placed in the custody of a person with a legitimate interest, a licensed child-placing agency, or a local board of social services.

This workgroup was convened as part of legislation that resulted from a 2024 Commission study, and was directed to determine the factors a court should consider in granting a petition for relief of care and custody of a child. The workgroup was also directed to explore raising the standard of evidence for granting temporary relief of custody from the current standard of "preponderance of the evidence" to "clear and convincing evidence," but recommended against changing this standard. The workgroup recommended updating educational materials for judges to include several factors to consider in granting such a petition, including safety concerns, services being provided to the child, and the extent to which alternative remedies are available. The workgroup also recommended clarifying the statute that allows such a petition to be filed to allow a custodian to petition, as well as a parent, and recommended requiring petitioners to cooperate with services offered by the local department of social services. The Commission endorsed the workgroup's recommendations.

**Commission research on youth mental health needs:** The Commission also received a [briefing](#) on the most recent update to the *Collection of Evidence-based Practices for Children and Adolescents with Mental Health Treatment Needs*, which is a resource guide for parents, caregivers, and providers that helps families and clinicians make informed choices. This edition contains a new section on the effects of social media on youth mental health, among other updates.

VACo Contact: [Katie Boyle](#)

## Virginia Department of Criminal Justice Services Announces CY 26 Unmanned Aircraft Trade and Replace Program Grant Awardees



The Virginia Department of Criminal Justice Services (DCJS) announced awards to 46 localities of one-time grant funding to replace certain unmanned aircraft through the Unmanned Aircraft Trade and Replace Grant [Program](#). The funding was made to eligible local first responder agencies in Virginia.

[CLICK HERE FOR A LIST OF AWARDEES](#)

As previously [reported](#), consistent with Appropriation Act [language](#), the unmanned aircraft being replaced through this program are those manufactured by countries designated as a foreign adversary in the Code of Virginia § 55.1-507, with unmanned aircraft manufactured or assembled by a country not covered by section 1822 of the National Defense Authorization Act (NDAA) of 2024. The countries listed in the NDAA as foreign adversaries are the People's Republic of China (including Hong Kong), Cuba, Iran, North Korea, the Russian Federation, and Venezuela. The unmanned aircraft eligible to be replaced by this grant program are only those used by Virginia first responder agencies, including local law enforcement agencies, local fire or ambulance service providers, and other local first responders. The terms “unmanned aircraft” and “drone” as used in the Unmanned Aircraft Trade and Replace Program are interchangeable.

VACo [supported](#) including funding for the program in the FY 2025 budget.

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



COMMONWEALTH OF VIRGINIA  
GENERAL ASSEMBLY

## **PUBLIC HEARINGS NOTICE**

### **GOVERNOR'S PROPOSED 2026-2028 BIENNIAL STATE BUDGET**

NOTICE IS HEREBY GIVEN THAT THE HOUSE APPROPRIATIONS AND SENATE FINANCE AND APPROPRIATIONS COMMITTEES OF THE VIRGINIA GENERAL ASSEMBLY WILL HOLD **VIRTUAL** REGIONAL PUBLIC HEARINGS ON THE GOVERNOR'S PROPOSED 2026-2028 BIENNIAL STATE BUDGET, AS FOLLOWS:

**WEDNESDAY, JANUARY 7, 2026**

(Hearings begin at 10:00 a.m.)

**All public hearings will be held virtually. There will be four separate virtual hearings with legislators from each region participating as follows:**

Northern Virginia    Western Virginia    Hampton Roads    Central Virginia (Richmond)

**Public registration to speak at one of the public hearings will occur on Tuesday, January 6, 2026. Please check either of the following websites for more information:**

Senate Finance and Appropriations Committee Website ([sfac.virginia.gov](https://sfac.virginia.gov))

House Appropriations Committee Website ([hac.virginia.gov](https://hac.virginia.gov))

**Public Hearings will be livestreamed on the Virginia General Assembly [Website](https://virginiageneralassembly.gov)**

<https://virginiageneralassembly.gov/membersAndSession.php?secid=1&activesec=0#!hb=1&mainContentTabs=0>

The purpose of the hearings is to receive comments on the Governor's proposed 2026-2028 biennial state budget. Those persons wishing to speak may register to speak the **day before** each virtual hearing from 8:00 a.m. through 4:00 p.m.

Speakers will be taken in the order of registration. Each person may register only one speaker at a time and only sign-up to speak at one of the hearings. Speakers are asked to limit their comments to three minutes or less. Speakers representing groups and organizations should consolidate remarks to reduce duplication. Persons unable to attend may submit their comments electronically at [https://hodspeak.house.virginia.gov/upcoming\\_meetings](https://hodspeak.house.virginia.gov/upcoming_meetings)

***People with disabilities may request reasonable accommodations by calling (804) 698-7480. All requests for reasonable accommodations must be received by 5:00 p.m., Monday, December 29, 2025. Requested arrangements for sign language interpreters, received by December 29<sup>th</sup>, will be provided via video format.***



# Congratulations!

We love presenting Achievement Awards  
at Board of Supervisors Meetings



The following photo lineup of Achievement Awards presentations are listed in chronological order starting with the first presentation.

# Congratulations!

We love presenting Achievement Awards  
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## Congratulations Bedford County!

Congratulations Bedford County for winning its first-ever  
Achievement Award!



# Congratulations!

We love presenting Achievement Awards  
at Board of Supervisors Meetings



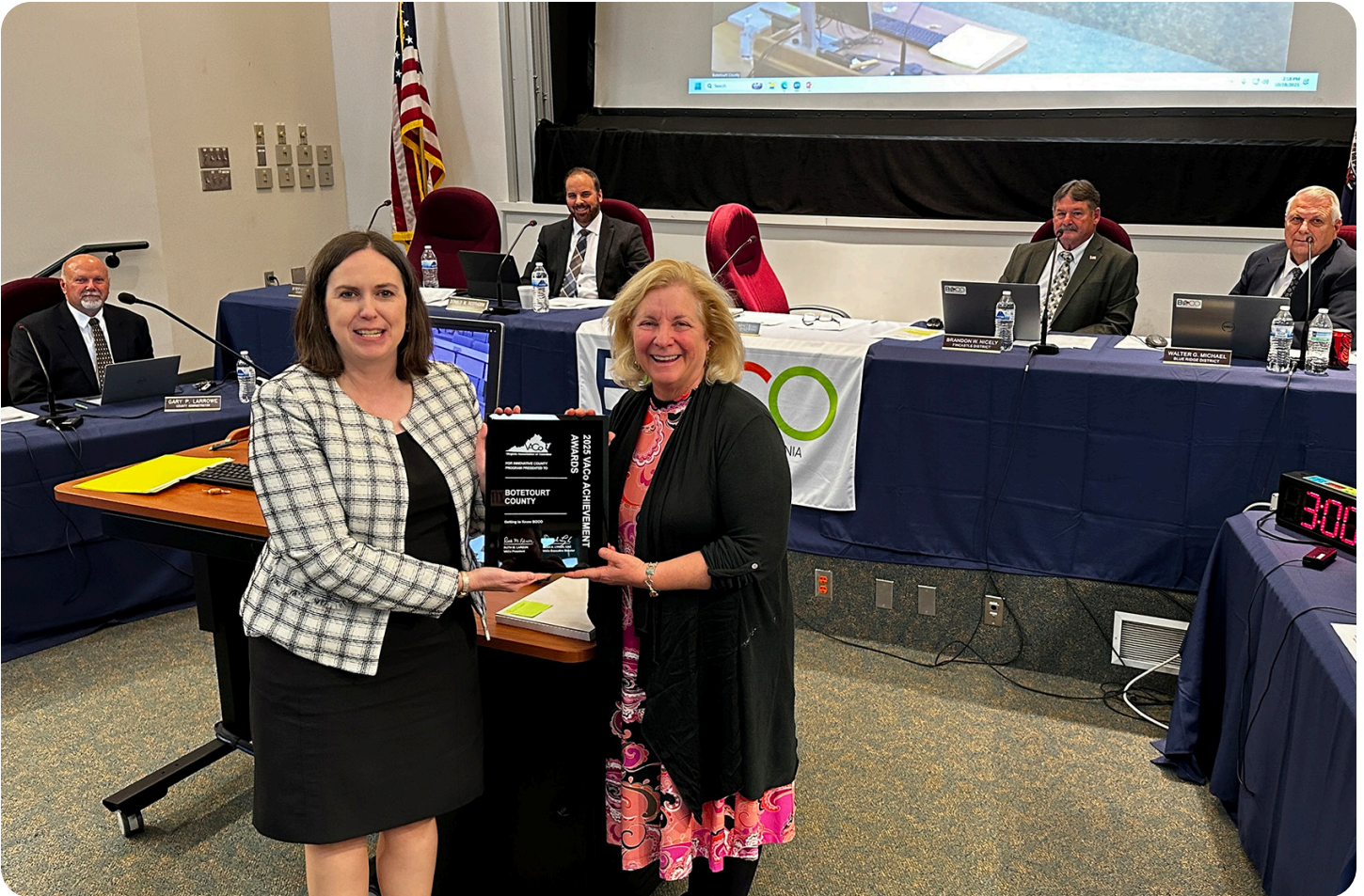
## Congratulations Arlington County!

Congratulations Arlington County for winning two  
Achievement Awards!



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## Congratulations Botetourt County!

Congratulations Botetourt County for winning its 10th  
Achievement Award!



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## Congratulations Prince William County!

Congratulations Prince William County for winning three Achievement Awards! They now have 33 all-time!



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## Congratulations Russell County!

Congratulations Russell County for winning its second  
Achievement Award, and first since 2007!



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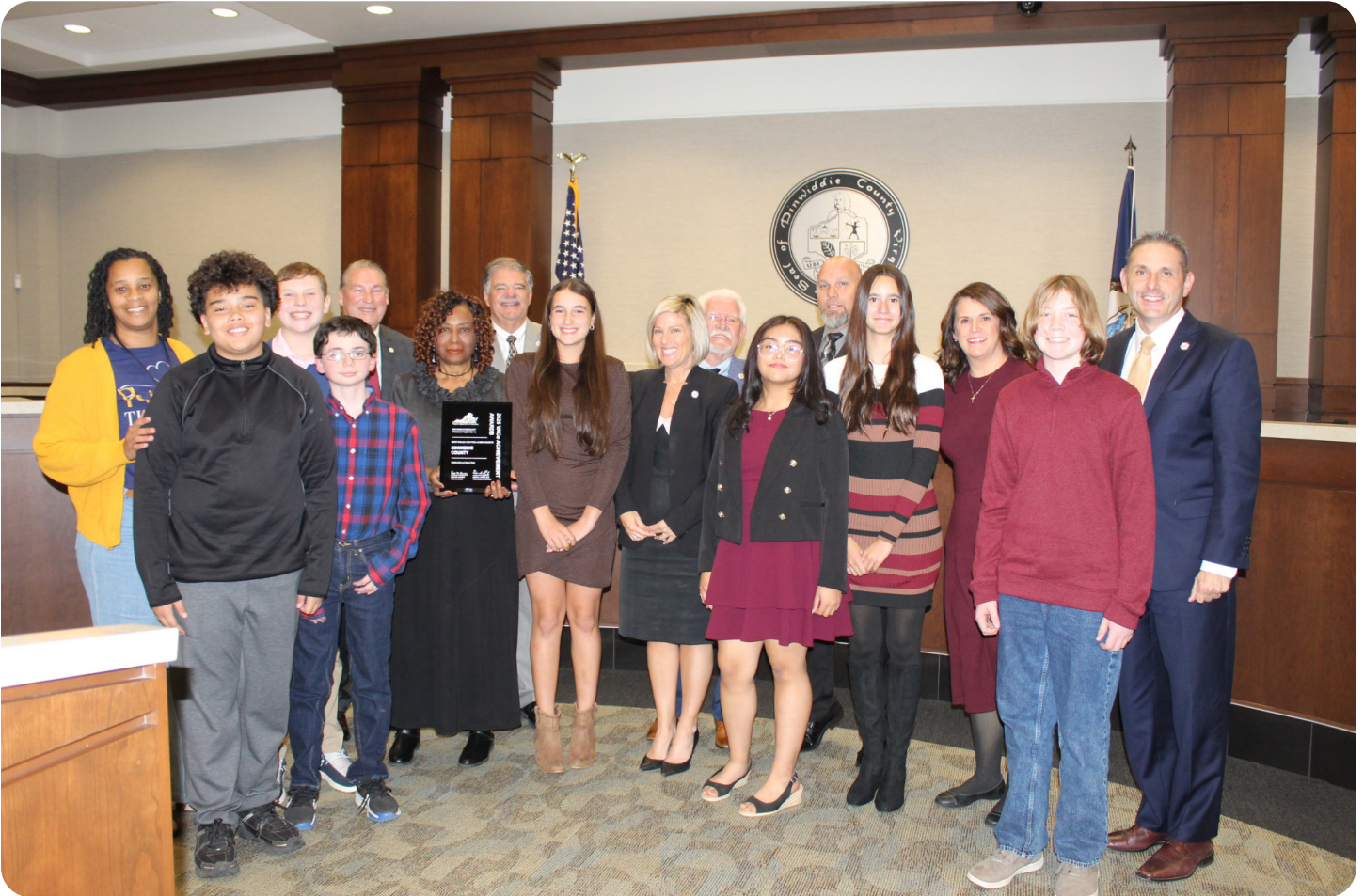


## Congratulations Loudoun County!

Congratulations Loudoun County for winning three Achievement Awards, and now has 34 overall! Loudoun is third all-time on the wins list!

# Congratulations!

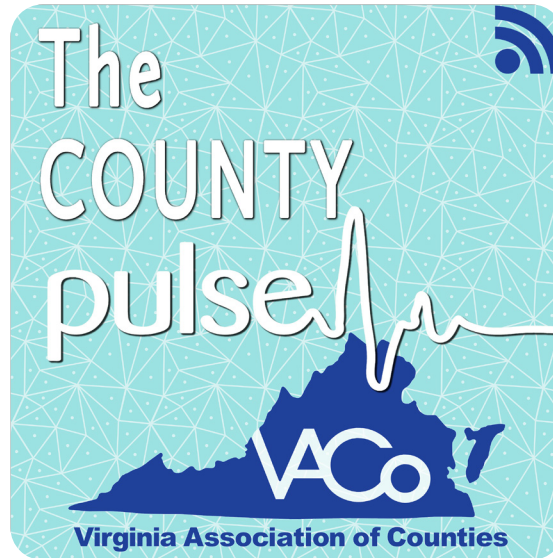
We love presenting Achievement Awards  
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## Congratulations Dinwiddie County!

Congratulations Dinwiddie County for winning the Best Small County Achievement Award for the third time in five years!





## Energy Landscape of Virginia Series with Joe Lerch

### Episode 23 | Using Wood Byproducts to Make Sustainable Energy



[Listen to the Podcast.](#)

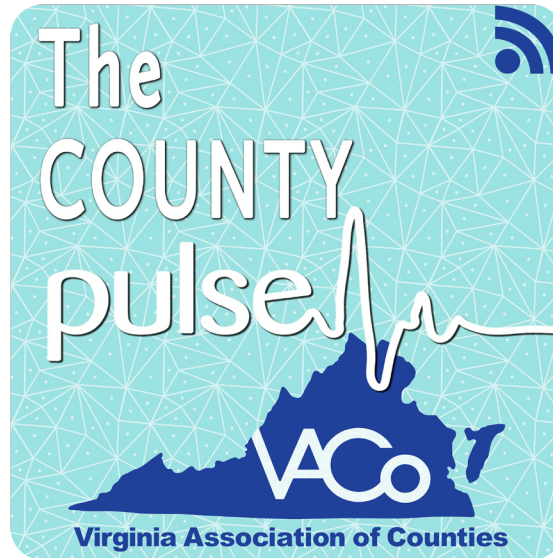
In a conversation with Terry Lasher, Executive Director for the Virginia Forestry Association, we learn how Virginia's forest economy contributes to sustainable energy production. We also discuss the potential for utilizing forestry and agriculture waste to manufacture sustainable aviation fuel.

Where to find out more about topics covered in this episode

- [Wood Supply Chain \(Forest Resources Association\)](#)
- [Virginia Forest Carbon Report \(Forest Resources Association\)](#)
- [Virginia Forestry Association](#) and [Virginia Forestry Foundation](#)
- [CAAFI – Commercial Aviation Alternative Fuels Initiative | Sustainable Aviation Fuel](#)
- [Wisconsin Forestry Revitalization Act](#) – \$210 million (tax credits and bonds) to supplement \$1.5 billion private investment in plant to make jet fuel from wood biomass
- [Agricultural Technology Innovation \(ATIP\) Foundation](#)
- [ATIP – Advancing the Bioeconomy in SW Virginia \(webinar slides\)](#)
- We value your feedback. Please share your thoughts on the [Energy Landscape of Virginia Podcast here.](#)

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





## Uplifting Our Children Through Education Series with Jeremy R. Bennett

### Episode 4 | Championing K-12: Advocacy & Collaboration Between Boards of Supervisors and School Boards



[Listen to the Podcast.](#)

In this episode of Uplifting Our Children Through Education, host Jeremy Bennett sits down with J.T. Kessler, a classroom teacher and longtime advocate for public education, to explore the essential partnerships that shape K-12 outcomes across Virginia. Drawing on his hands-on experience in both North Carolina and Virginia schools, J.T. offers a dual practitioner-advocate perspective on how boards of supervisors, school boards, and the broader school community can work together to advance student success.

Jeremy and J.T. discuss what effective K-12 advocacy looks like at the local and state levels, how communication between local governing bodies can strengthen funding and policy outcomes, and why collaboration remains critical as localities prepare for future General Assembly sessions. The conversation also examines shared priorities such as teacher recruitment and retention, school infrastructure, capital planning, equitable access for rural and low-wealth communities, and navigating Virginia's education funding and regulatory landscape.

With a focus on practical strategies, lived classroom experience, and opportunities for joint advocacy, this episode highlights the importance of building strong relationships between school leaders, county officials, and community stakeholders to ensure every student has access to quality learning environments.

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

# VIRGINIA ENERGY SENSE

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We know local government plays a powerful role in charging energy-conscious communities. If your department is involved in sustainability, public outreach or utility services, we’d love to discuss how VES can support your mission.

Visit [www.virginiaenergysense.org](http://www.virginiaenergysense.org) to view our full library of resources. Connect with us directly via email at [EnergySense@scc.virginia.gov](mailto:EnergySense@scc.virginia.gov). Or, call 804-371-9141 to learn more about collaboration opportunities.

Together, we can help Virginians save energy and money. Scan the QR code with your phone’s camera to get started.



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

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- Nationwide Retirement Institute
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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).





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

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



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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.

## Virginia County Supervisors' Manual 8th Edition



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The Virginia Association of Counties accepts employment ads in a PDF file or a link to a job site. Please include information for applying, and a link to other important information. Please do not fax your employment ad. VACo members are not charged for placing an employment ad. **The cost is \$100 per ad for non-VACo members.** VACo publishes the ad on its website and mobile app as well as the upcoming County Connections issue. If you have any questions or concerns, please email [Valerie Russell](mailto:Valerie.Russell@vacounty.org).

[GENERAL COUNSEL](#) | Virginia Association of Counties | Posted December 9

[SENIOR AUTOMATION ANALYST – SCADA SYSTEM](#) | Chesterfield County | Posted December 9

[MHSS SERVICES SUPERVISOR](#) | Chesterfield County | Posted December 9

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[EMERGENCY VEHICLE TECHNICIAN](#) | Chesterfield County | Posted December 9

[SCHOOL BUS TECHNICIAN](#) | Chesterfield County | Posted December 9

[RESIDENTIAL AIDE \(PART-TIME\)](#) | Chesterfield County | Posted December 9

[SENIOR ADMINISTRATIVE SUPPORT SPECIALIST](#) | Chesterfield County | Posted December 9

[MHSS SERVICES SUPERVISOR \(DAY SUPPORT\)](#) | Chesterfield County | Posted December 9

[RESIDENTIAL AIDE \(GALLOWAY\)](#) | Chesterfield County | Posted December 9

[ASSISTANT DIRECTOR – COMMUNITY SERVICES](#) | Chesterfield County | Posted December 9

[SENIOR CLINICIAN – BFOQ- BILLINGUAL/ENGLISH & SPANISH](#) | Chesterfield County | Posted December 9

[TRANSPORTATION ASSISTANT – CHESTER HOUSE](#) | Chesterfield County | Posted December 9

[CUSTODIAL SUPERVISOR](#) | Chesterfield County | Posted December 9

[EMPLOYMENT OPPORTUNITIES](#) | Spotsylvania County | Posted December 9

[CHIEF OF ZONING & DEVELOPMENT SERVICES](#) | Fauquier County | Posted December 9

[COUNTY ADMINISTRATOR](#) | Prince George County | Posted December 4

[DEPUTY DIRECTOR OF PARKS & RECREATION BROCHURE](#) | City of Harrisonburg | Posted December 4

[FIREFIGHTER/EMT RECRUIT](#) | Shenandoah County | Posted December 2

[DEPUTY CITY MANAGER FOR FINANCE & ADMINISTRATION](#) | City of Petersburg | Posted December 2

[DEPUTY TREASURER II](#) | Fluvanna County | Posted December 2

[HUMAN RESOURCES GENERALIST](#) | Fluvanna County | Posted December 2

[HUMAN RESOURCES DIRECTOR](#) | Fluvanna County | Posted December 2

[BUILDING SERVICES WORKER I](#) | Fluvanna County | Posted December 2

[UTILITIES SYSTEM OPERATORS I, II, III, IV, OR V](#) | Fluvanna County | Posted December 2

[PART-TIME FACILITIES ASSISTANT/ SENIOR CENTER REC AIDE](#) | Fluvanna County | Posted December 2

[DEPUTY SHERIFF](#) | Fluvanna County | Posted December 2

[PART TIME DEPUTY SHERIFF](#) | Fluvanna County | Posted December 2

[COMMUNICATIONS OFFICER I \(NO EMD CERTIFICATIONS\) & COMMUNICATIONS OFFICER II \(EMD CERTIFICATION\)](#) | Fluvanna County | Posted December 2

[EQUIPMENT & FLEET MAINTENANCE TECHNICIAN \(MECHANIC\)](#) | Fluvanna County | Posted December 2

[EMT ADVANCED LIFE SUPPORT \(ALS\) FULL & PART TIME POSITIONS](#) | Fluvanna County | Posted December 2

[EMT BASIC LIFE SUPPORT \(BLS\) FULL & PART TIME POSITIONS](#) | Fluvanna County | Posted December 2

[VICTIM WITNESS PROGRAM ASSISTANT – PT/NO BENEFITS](#) | Fluvanna County | Posted December 2

[HEAVY EQUIPMENT OPERATOR \(ENVIRONMENTAL ENGINEERING\)](#) | Chesterfield County | Posted December 1

[DIRECTOR OF HUMAN RESOURCES](#) | Brunswick County | Posted December 1

[EMPLOYMENT OPPORTUNITIES](#) | Spotsylvania County | Posted December 1

[DIRECTOR OF PLANNING](#) | Town of Ashland | Posted December 1

[CITY MANAGER](#) | City of Winchester | Posted December 1

[PRINCIPAL ENGINEER \(TECH SUPPORT\)](#) | Chesterfield County | Posted November 28

[PRINCIPAL ENGINEER](#) | Chesterfield County | Posted November 28

[ASSISTANT CHIEF PLANT OPERATOR](#) | Chesterfield County  
| Posted November 28

[PRINCIPAL PLANT OPERATOR \(MAINTENANCE\)](#) | Chesterfield County  
| Posted November 28

[PRINCIPAL PLANT OPERATOR \(NIGHT SHIFT\)](#) | Chesterfield County  
| Posted November 28

[SENIOR CLINICIAN \(RECOVERY COURT\)](#) | Chesterfield County  
| Posted November 24

[SENIOR TRAINING ANALYST \(CPI/ CPR-FIRST AID\)](#) | Chesterfield County  
| Posted November 24

[MHSS EMPLOYMENT ASSISTANT \(PT\)](#) | Chesterfield County | Posted November 24

[LPN \(GALLOWAY\) \(PT\)](#) | Chesterfield County | Posted November 24

[HVAC PREVENTIVE MAINTENANCE TECHNICIAN](#) | Chesterfield County  
| Posted November 24

[EMERGENCY VEHICLE TECHNICIAN](#) | Chesterfield County | Posted November 24

[ASSISTANT COMMONWEALTH'S ATTORNEY](#) | Campbell County  
| Posted November 19

[EXECUTIVE DIRECTOR](#) | Town of Amherst | Posted November 18

[DEPUTY DIRECTOR OF HDPT](#) | City of Harrisonburg | Posted November 18

[DIRECTOR OF UTILITIES](#) | Stafford County | Posted November 18

[SENIOR CLINICIAN \(ASSERTIVE COMMUNITY TREATMENT ACT\)](#) | Chesterfield County | Posted November 18

[LICENSED PRACTICAL NURSE \(GALLOWAY\)](#) | Chesterfield County  
| Posted November 18

[RESIDENTIAL COUNSELOR \(IN HOME PROGRAM\)](#) | Chesterfield County  
| Posted November 18

[SENIOR AUTOMATION TECHNICIAN](#) | Chesterfield County | Posted November 18

[CASE MANAGER \(SERVICE COORDINATOR\)](#) | Chesterfield County | Posted November 18

[ACCOUNTANT](#) | King William County  
| Posted November 17

[SENIOR ACCOUNTANT](#) | King William County | Posted November 17

[EMPLOYMENT OPPORTUNITIES](#) | Spotsylvania County | Posted November 17

[FINANCE DIRECTOR](#) | Halifax County  
| Posted November 17

[SENIOR ACCOUNTANT – FINANCIAL REPORTING](#) | Montgomery County  
| Posted November 12

[DIRECTOR OF FINANCE](#) | Pulaski County | Posted November 12

[CUSTODIAL SUPERVISOR](#) | Chesterfield County | Posted November 12

[SENIOR AUTOMATION ANALYST – SCADA SYSTEM](#) | Chesterfield County  
| Posted November 12

[CUSTOMER SERVICES REPRESENTATIVE \(ACCESS SERVICES\)](#) | Chesterfield County  
| Posted November 12

[SENIOR CLINICIAN \(CHILD & ADOLESCENT SERVICES\)](#) | Chesterfield County | Posted November 12

[PEER RECOVERY SPECIALIST \(CHESTER HOUSE\)](#) | Chesterfield County | Posted November 12

[ASSISTANT TO THE TOWN MANAGER/TOWN CLERK](#) | Town of West Point | Posted November 12

[DEPUTY SHERIFF](#) | Madison County  
| Posted November 12

[EMERGENCY MEDICAL TECHNICIAN – PARAMEDIC](#) | Madison County  
| Posted November 12

[EMERGENCY MEDICAL TECHNICIAN – ADVANCED](#) | Madison County | Posted November 12

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

[BUSINESS RETENTION & EXPANSION SPECIALIST](#) | King George County  
| Posted November 12

[EMPLOYMENT OPPORTUNITIES](#) | King George County | Posted November 12

[EMERGENCY MEDICAL TECHNICIAN – BASIC](#) | Madison County | Posted November 12

[PROGRAM SUPPORT SPECIALIST II](#) | Dinwiddie County | Posted November 12

[HUMAN RESOURCES GENERALIST](#) | Fluvanna County | Posted November 5

[HUMAN RESOURCES DIRECTOR](#) | Fluvanna County | Posted November 5

[DEPUTY REGISTRAR](#) | Fluvanna County | Posted November 5

[BUILDING SERVICES WORKER I](#) | Fluvanna County | Posted November 5

[PART TIME FACILITIES ASSISTANT/ SENIOR CENTER REC AIDE](#) | Fluvanna County | Posted November 5

[DEPUTY SHERIFF](#) | Fluvanna County  
| Posted November 5

[PART-TIME DEPUTY SHERIFF](#) | Fluvanna County | Posted November 5

[COMMUNICATIONS OFFICER I \(NO EMD CERTIFICATION\) & COMMUNICATIONS OFFICER II \(EMD CERTIFICATION\)](#) | Fluvanna County  
| Posted November 5

## VALUE OF VACo



### ADVOCACY

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



### EDUCATION

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



### MEMBERSHIP ENGAGEMENT

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



### BUSINESS DEVELOPMENT

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

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

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