



Governor Spanberger Confirmed as Keynote Speaker

**RESERVE
YOUR SPOT**

VACo County Officials' Summit

Thursday, August 13, 2026 | [Omni Richmond Hotel](#) | [AGENDA](#)

Governor Abigail Spanberger headlines a powerhouse lineup at the VACo County Officials' Summit. Register today to join us on Thursday, August 13 at the Omni Richmond Hotel. The Governor will share her vision for counties heading into the 2027 General Assembly Session.

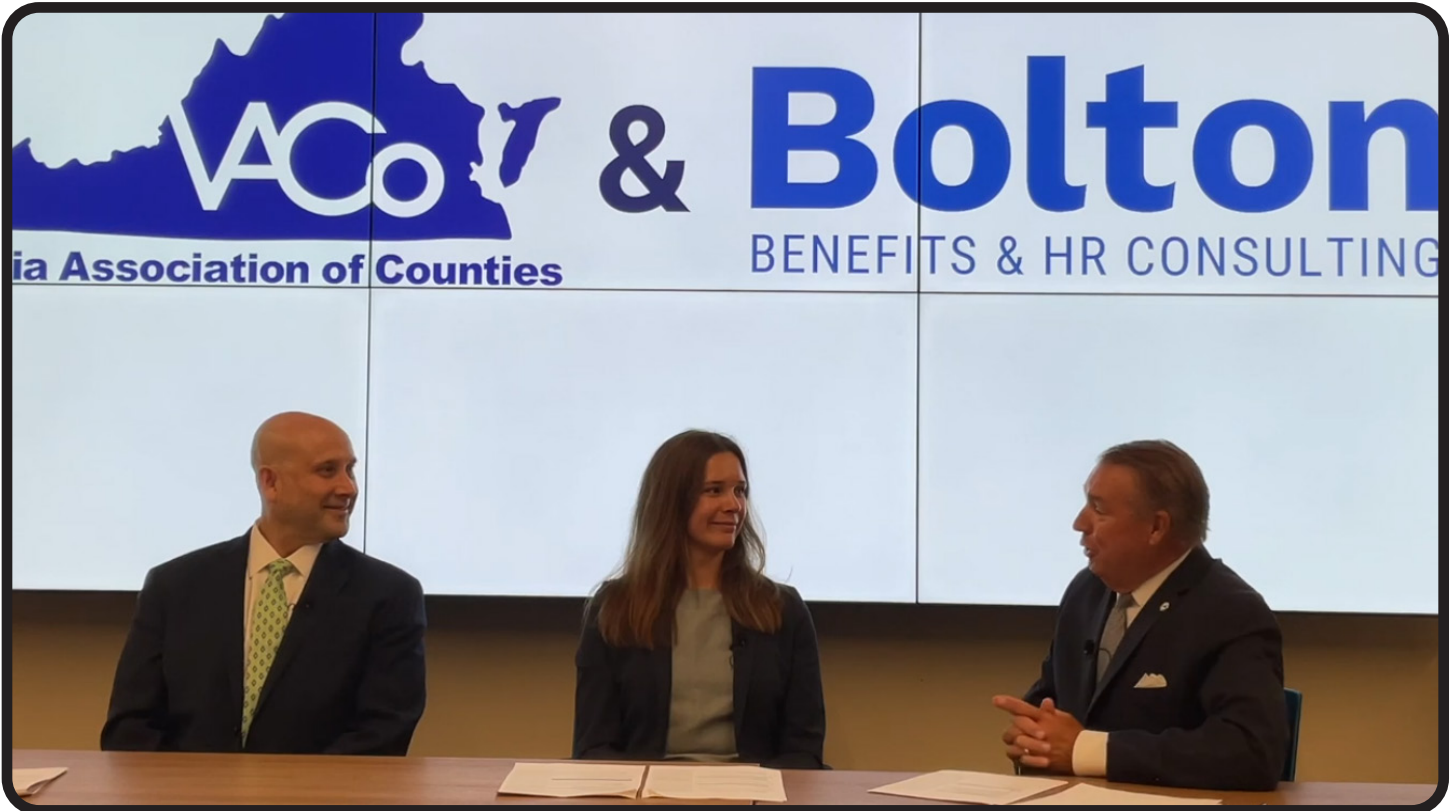
Also confirmed to speak are the following cabinet members.

- The Honorable David L. Bulova, Secretary of Natural and Historic Resources
- The Honorable Josephus Allmond, Chief Energy Officer
- The Honorable Dr. Jeffery O. Smith, Secretary of Education
- The Honorable Mark D. Sickles, Secretary of Finance
- The Honorable Katie K. Frazier, Secretary of Agriculture and Forestry
- The Honorable Carrie H. Chenery, Secretary of Commerce and Trade

Additionally, the agenda includes a panel discussion led by the Sorensen Institute for Civic Leadership. If you have a question for the cabinet members or the Sorensen panel - [please fill out this form](#).

The afternoon features VACo Steering Committee Meetings that help the association develop its 2027 Legislative Program.

Contact Valerie Russell at vrussell@vaco.org with questions about registration or to reserve a hotel room.



Premier Partner Spotlight

Bolton Consulting

Understanding Virginia's New Paid Family and Medical Leave (PFML) Program | [Watch the Video](#)

Virginia recently enacted a Paid Family and Medical Leave (PFML) insurance program that will provide eligible employees up to 12 weeks of job-protected paid leave each year for qualifying family, medical, military, and safety-related needs (4 weeks). Employers will have the option to take part in the State Plan or implement an approved Private Plan, with contributions beginning in April 2028 and benefits available in December 2028.

VACo has partnered with Bolton to communicate the PFML benefit to the Counties in VA. As part of this partnership, VACo and Bolton developed the [attached video](#). The video provides an overview of the new law, key implementation timelines, employer responsibilities, and strategic considerations for Virginia counties and public sector employers.

VDEM Emergency Management Studies Advance with Local Government Engagement

The Virginia Department of Emergency Management ([VDEM](#)) continues to make progress on two major studies examining the future of emergency management in the Commonwealth, with county representatives and other stakeholders providing critical input throughout the process.

During an August 6 stakeholder meeting, VDEM and its research partner, [CNA](#), provided an update on the Emergency Management Needs Evaluation ([HB 169 \(Askew\)](#) / [SB 98 \(Stanley\)](#)) and the Non-Declared Response Needs Assessment ([HB 1189 \(O'Quinn\)](#)). The two studies are being conducted in tandem to ensure their findings are aligned and provide a comprehensive assessment of Virginia's emergency management capabilities and funding needs.



According to the project team, the Emergency Management Needs Evaluation will document current state and local emergency management capabilities, identify priority needs, examine existing funding structures, evaluate the sustainability of current funding, and develop recommendations for long-term funding models. The report is scheduled for delivery to the Secretary of Public Safety and Homeland Security by September 1, with submission to the General Assembly due October 1.

Researchers are currently in the analysis phase, reviewing emergency management capabilities, funding trends, after-action reports, operational data, and best practices from other states. The study is also examining the impacts of changing federal funding, including the loss of Urban Area Security Initiative (UASI) funding in parts of Virginia, and comparing funding approaches used in neighboring states.

VDEM encouraged local government stakeholders to continue sharing information and supporting documentation as the analysis progresses. The project timeline calls for preliminary findings in early August, a draft report during the week of August 17, review and validation the following week, and a final draft by the end of August.

The next stakeholder meeting is scheduled for August 19, where the project team will present emerging findings from the Emergency Management Needs Evaluation and seek additional feedback from participants before finalizing recommendations.

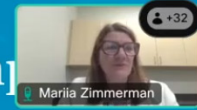
VACo appreciates VDEM's continued engagement with local governments throughout this process and encourages county emergency managers and administrators to remain involved. These studies represent an important opportunity to identify long-term funding and policy solutions that strengthen emergency management capacity across the Commonwealth.

VACo supports efforts to study emergency management needs and associated funding, evaluate the sustainability of present funding models, and assess alternative funding strategies employed in other states.

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

VACo DRPT Webinar: Virginia Transit & Rail Update: Funding, Policy, and What's Ahead

Why Rail and Public Transportation are Important



200,000 households in Virginia are without access to a car

1 million Virginians have a disability that make transportation difficult

35 hours of time spent in traffic per year, on average, nationwide

45% reduction in greenhouse gas emissions by using transit

75% reduction in greenhouse gas emissions by switching to freight rail

On June 24, VACo hosted a webinar with DRPT Director Mariia Zimmerman covering the state of rail and public transportation in Virginia and what it means for counties.

The webinar covered many topics including:

- **Why counties matter to transit.** Local land use decisions, infrastructure, planning, and funding all shape how transit works on the ground.
- **DRPT's role.** An overview of the agency's mission, its FY26-31 funding responsibilities, and how it works alongside VDOT and the Virginia Passenger Rail Authority (VPRRA).
- **The case for investment.** Data on Virginians without car access, the disability population relying on transit, and the economic and emissions benefits of rail and public transportation.
- **Virginia's transit and rail network.** A snapshot of the state's 41 transit systems, human service providers, MPOs, railroads, Virginia Railway Express, Amtrak, and the Virginia Breeze intercity bus service.
- **Funding programs.** An overview of the newly approved FY27-32 Six-Year Improvement Program (\$7.4 billion), the Commonwealth Rail Fund, Rail Preservation and FREIGHT grant programs, the Rail Industrial Access grant, and the Commonwealth Mass Transit Fund.
- **Support for vulnerable populations.** Human service transportation grants, the Transit Ridership Incentive Program (TRIP), and the Rural Transit Assistance Program.
- **Getting transit started locally.** How counties can use MERIT Demonstration grants to pilot new or expanded transit service.

What's ahead. General Assembly-directed studies, the [Statewide Rail Plan update](#), and upcoming changes to the statewide transit operating formula (MERIT), with CTB recommendations expected in September 2026.

The slides presented during the meeting can be found [here](#). The full webinar is available to watch [here](#).

VACo Contact: [James Hutzler](#)

VA250

Celebrating Virginia's History: Brown's Ferry Historic Home



A long-standing tradition maintains that Brown's Ferry was the birthplace of William Mahone (1826-1895), the colorful Confederate general who achieved fame during the 1864 siege of Petersburg. Known as the "Hero of the Crater," Mahone closed the gap caused when Union forces tunneled under the Confederate lines and set off a huge explosion. After the war, Mahone became a railroad executive and leader of the Readjuster party, and also played a significant role in improving the state's public schools. Brown's Ferry was completed by 1818 for William Hodges and was one of the largest and finest Federal dwellings built in Southampton County. Mahone's father, Fielding Mahone, purchased the property from Hodges's heirs in 1826. Generous in scale, the two-story structure has finely detailed Federal woodwork.

SOURCE: VA250.org

VACo 2026 REGIONAL MEETINGS

- **REGION 2** | May 27 | York County
- **REGIONS 6&7** | June 17 | Greene County
- **REGION 1** | June 22 | New Kent County
- **REGION 10** | July 9 | Henry County
- **REGION 8** | July 15 | Fairfax County
- **REGION 4** | July 28 | Greenville County
- **REGION 9** | August 5 | Alleghany County
- **REGION 3** | August 18 | Chesterfield County
- **REGIONS 11&12** | September | Montgomery County
- **REGIONS 12&13** | September | Russell County
- **REGION 5** | TBA



The Intersection of Employee Benefits and Employer Tax Savings

City, town, and county leaders across Virginia face ongoing pressure to offer competitive employee benefits while carefully managing public funds. Rising healthcare costs make this balance increasingly difficult. One approach gaining attention is The CHAMP Plan, a supplemental benefit designed to strengthen coverage without adding net expense to local government budgets.

The CHAMP Plan works alongside an existing group health plan rather than replacing it. Employees keep their current medical coverage, doctors, and networks. CHAMP layers on practical, day-to-day benefits that employees use most often—unlimited primary and urgent care visits with \$0 copays, no-cost prescriptions for common medications, 24/7 virtual care, and proactive wellness tools. By handling many of these routine services, the plan can help reduce the volume of smaller claims that would otherwise hit the major medical plan.

The financial design is what creates the dual advantage. Employees fund the program through pre-tax payroll deductions under an IRS Section 125 cafeteria plan. This reduces taxable wages and generates matching FICA tax savings for the employer—approximately \$573.60 per participating employee each year—at zero net cost to the locality. The majority of employees also see an increase in take-home pay, often averaging around \$125 per month, because of the tax savings combined with the plan benefits.

For local governments, the result is a stronger benefits package that supports recruitment and retention, encourages preventive care, and delivers measurable tax savings that scale with enrollment. In some cases, it can also help moderate workers' compensation premium rates. The plan integrates with existing payroll systems and leaves the core group health plan fully intact.

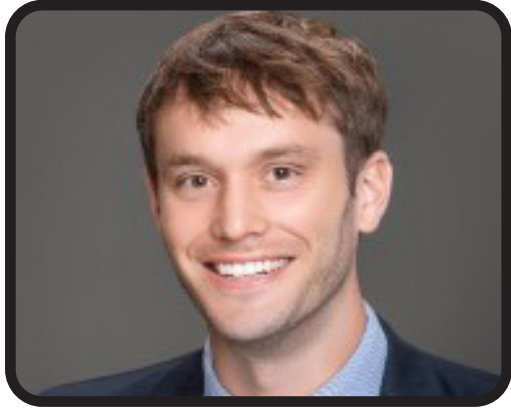
In an environment of tight budgets and growing demand for skilled public employees, CHAMP offers a practical way to improve benefits while protecting taxpayer resources.

For more information, contact Donna Webb at
540-722-2529 or donnaw@creeksideadvisors.net.

Click this link for an interactive presentation: <https://umustsee.net/ZVV2YS>

Pearson Promoted to Deputy County Administrator; Bishop Named Planning & Development Director

**Wyatt
Pearson**



**John
Bishop**

Frederick County recently announced a key leadership transition designed to support the County's continued growth and long-term strategic planning. Wyatt Pearson, AICP, formerly the County's Planning & Development Director, was promoted to Deputy County Administrator, effective July 1, 2026. John Bishop, AICP, who presently serves as Deputy Director of Planning & Development, assumed the position of Planning & Development Director, effective August 1, 2026.

Pearson will join Deputy County Administrator Jay Tibbs in supporting County Administrator, Mike Bollhoefer, in the County Administration Office, with oversight of major initiatives, organizational management, and cross-departmental coordination. Pearson brings a strong background in public service, previously serving as Planning Director since 2021, as well as Planning and Zoning Administrator and Town Manager in Strasburg, Virginia. He is a Certified Planner (AICP) through the American Institute of Certified Planners and holds a Bachelor of Science in Environmental Policy and Planning and a Master of Urban and Regional Planning, both from Virginia Tech.

Bishop brings more than 25 years of experience in transportation planning, infrastructure programming, and public policy to his new leadership role. Since joining Frederick County in 2006, he has led regional transportation planning, public private partnerships, and grant development efforts, overseeing infrastructure improvements that have enhanced mobility and quality of life across the County.

John is also a Certified Planner and holds a Master of Urban and Regional Planning from Virginia Commonwealth University and a Bachelor of Science in Environmental Policy and Planning from the University of Wisconsin–Green Bay.

Quote from County Administration: “Wyatt and John have been key contributors to the County's planning and development efforts. Their promotions provide continuity in leadership and ensure we remain well positioned to manage growth, advance major projects, and support effective service delivery for our residents.” – **Mike Bollhoefer, County Administrator**

Quote from Wyatt Pearson: “I am looking forward to continuing to engage with our community and to working alongside my colleagues and the Board of Supervisors to make Frederick County an even better place to live than it already is.” – **Wyatt Pearson, Deputy County Administrator**

Quote from John Bishop: “I am humbled and honored to have the opportunity to continue serving Frederick County in this new role. I look forward to working with our staff and community partners to support the projects and priorities that make Frederick County a great place to live.” – **John Bishop, Planning & Development Director**

York County Welcomes Bo Clayton to Key Leadership Role as Assistant County Administrator/Business Advocate



York County, Va – York County is pleased to announce the appointment of Bo Clayton as the County’s new Assistant County Administrator/ Business Advocate. In this role, Clayton will lead business relations, and major cross-departmental initiatives designed to strengthen service delivery and support economic and community development.

Clayton brings extensive leadership experience from both local government and a distinguished military career. He served as Deputy City Manager for Newport News since 2019, guiding major capital projects & initiatives, downtown revitalization and leading public safety coordination and emergency response.

Prior to his municipal service, Clayton held several senior positions in the U.S. Army, including Garrison Commander at Fort Eustis, where he oversaw operations supporting a community of more than 22,000, and senior leadership and command roles with U.S. Special Operations Command.

Mark Bellamy, County Administrator, shared his enthusiasm for Clayton’s appointment: “Bo is a proven leader with a long record of service, collaboration, and mission-focused results. His expertise in project coordination, strategic planning, and community support makes him an outstanding fit for York County. We are excited to welcome him and look forward to the positive impact he will have across York County.”

Partnering for Public Service: Virginia Tech's SPIA Supports Local Government

Established in 1996, the [Virginia Tech School of Public and International Affairs \(SPIA\)](#) is a premier center for public service education, applied research, and community-engaged outreach. Home to over 3,500 alumni, SPIA serves communities across Virginia and beyond through degree programs in public administration, urban planning, and international affairs—offered across campuses in Blacksburg, Arlington, and online.

We offer degrees at the undergraduate level ([Urban Planning](#) and [Environmental Policy and Planning](#)), the Masters level ([Masters of Public Administration](#), [Masters of Urban and Regional Planning](#), and [Masters of Public & International Affairs](#)), and at the doctorate level (PhDs in [Public Administration & Public Affairs](#) and [Planning, Governance, and Globalization](#)).



Beginning in July 2026, SPIA is excited to expand its reach through a new affiliate partnership with the Virginia Association of Counties (VACo). Whether your county needs technical research, staff training, or talent pipeline development, SPIA offers flexible resources tailored to local government needs.

Applied Research & Technical Assistance

Through our Technical Assistance Program, SPIA faculty and Master of Public Administration (MPA) students partner directly with local governments to solve administrative challenges. Recent efforts include compensation and staffing benchmarking studies for Virginia towns and counties—delivering actionable data to local leaders while providing students with real-world experience.

Customized Professional Development

SPIA delivers targeted workforce training for public sector teams. For instance, SPIA recently created a customized, 10-module “Buddy to Boss” leadership program for the City of Virginia Beach EMS Department to support frontline supervisors transitioning into management. We also offer periodic webinars on local governance structures to help employees thrive in public service.

Preparing Next-Generation County Leaders

Created in partnership with the Virginia Local Government Management Association (VLGMA), SPIA's [Graduate Certificate in Local Government Management](#) has graduated more than 500 leaders serving in local government administration nationwide.

Starting in Fall 2026, SPIA is introducing an updated course—*Economic Development: Applied Methods*, part of a revamped [Economic Development Certificate](#)—aligned with national competencies to equip local managers with practical tools for deal structuring, business retention, and strategic planning within Virginia's unique legal framework.

Let's Connect

We look forward to collaborating with VACo member counties! To explore technical assistance, workforce development, or graduate certificates, visit spia.vt.edu or reach out to our outreach team (Stephanie Davis, sddavis@vt.edu, Gavin Luter, dluter@vt.edu, & Faika Lore, faikalore@vt.edu).

Virginia Opioid Abatement Authority Announces Executive Leadership Transition



Charlie Lintecum and Adam Rosatelli will assume new leadership roles Nov. 1 following Executive Director Tony McDowell's planned retirement.

The Board of Directors of the Virginia Opioid Abatement Authority (OAA) has [announced two senior leadership appointments](#) that will provide continuity and experienced leadership as the organization enters its next chapter.

Cecil "Charlie" Lintecum, currently the OAA's Director of Operations, has been selected as the Authority's next Executive Director. J. Adam Rosatelli, currently Director of Finance, has been appointed Deputy Executive Director. Both appointments will take effect Nov. 1, 2026.

The transition follows the planned retirement of Executive Director Tony McDowell, whose leadership helped establish the OAA as a trusted steward of opioid settlement funds and a valued partner to communities throughout Virginia.

"Charlie Lintecum and Adam Rosatelli have each played important roles in building the Authority's operations, fiscal infrastructure and grant programs. Their appointments provide continuity, stability and experienced leadership as the OAA continues its work to help save lives and restore families affected by the opioid epidemic in Virginia."

— Sen. Todd Pillion, Chairman of the OAA's Board of Directors

In their new roles, Lintecum and Rosatelli will work with the Authority's Board, staff, local governments, state agencies, community organizations, and nonprofit and provider partners to strengthen grant administration, accountability, stakeholder engagement, transparency, and the long-term impact of opioid settlement investments.

Thank you to the Virginia Association of Counties for supporting local leaders and advocating for Virginia's communities in service to the people of the Commonwealth.

Valentine Ferrell Investment & Wealth Advisors of Davenport & Company LLC are proud to partner with you.



We established the Valentine Ferrell team with the sole purpose of protecting and preserving the financial well-being of our clients and their families. Serving our clients is a great privilege, and their long-term success is our priority. We are devoted to building lasting relationships, understanding your goals, and formulating a plan to help you reach those goals.



Sarah Grammer, Wortie Ferrell, Massie Valentine, Will Valentine, Stacey Berkley

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VACo COUNTY OFFICIALS' SUMMIT

Thursday, August 13, 2026

[Omni Richmond Hotel](#) | [Agenda](#)

Confirmed Speakers Lineup



**The
Honorable
David L.
Bulova**

Secretary of
Natural
Resources

Session 1
9-945am



**The
Honorable
Josephus
Allmond**

Chief
Energy
Officer

Session 1
9-945am



**The
Honorable
Dr. Jeffrey O.
Smith**

Secretary of
Education

Session 2
945-1030am



**The
Honorable
Mark D.
Sickles**

Secretary of
Finance

Session 2
945-1030am



**The
Honorable
Katie K.
Frazier**

Secretary of
Agriculture and
Forestry

Session 3
1045-1130am



**The
Honorable
Carrie H.
Chenery**

Secretary of
Commerce and
Trade

Session 3
1045-1130am

We have a powerhouse lineup confirmed for the County Officials Summit featuring several of Governor Spanberger's cabinet members. They will talk about their vision for counties.

REGISTER
TODAY!



2026 VACo County Officials' Summit

Thursday, August 13, 2026 | Omni Richmond Hotel

With elections around the corner – the VACo County Officials' Summit provides political banter that entertains and leaves attendees thinking.

Join us this year as we convene for the County Officials' Summit on Thursday, August 13. We look forward to having a great Summit!

Contact Valerie Russell at vrussell@vaco.org with questions about registration.

[REGISTER TODAY](#)

Congratulations!

We love presenting Achievement Awards
at Board of Supervisors Meetings



We will share photos of our Achievement Awards presentations at Board of Supervisors Meetings in the next several newsletters. Congratulations to all the winners!

Congratulations!

We love presenting Achievement Awards
at Board of Supervisors Meetings



Congratulations Henry County!

Henry County's Coat Drive for Kids has been recognized with a 2026 Achievement Award from the Virginia Association of Counties.

Established in 1996 by Horsepasture District Supervisor Debra Buchanan, the program has provided more than 10,000 coats to local children and families in need over the past 30 years.

The award recognizes innovative and effective local government programs across Virginia. This year, Henry County's Coat Drive for Kids was one of just 40 initiatives selected from 103 submissions.

Congratulations to everyone who has supported this program over the past three decades and helped make a difference in our community.

Congratulations!

We love presenting Achievement Awards
at Board of Supervisors Meetings



Congratulations Amherst County!

Amherst County has won all four of its Achievement Awards in the past four years! Amherst County won this year for its County Fair program.

The Amherst County Fair has become a tradition within the community; a space where people of all ages, abilities, and backgrounds gather to share in the cultures that make Amherst County a “Perfect Slice of Virginia.” The Amherst County Fair has become a beacon of hospitality, welcoming individuals from all around and from all walks of life to join in the fun and bask in the beauty that is Amherst County.

Premier Partner Spotlight - Savi



Federal Student Loan Changes on July 1, 2026 - Student Loan Relief Available Through National Association of Counties Program

As competition for talent continues to intensify, employee benefits that provide meaningful financial support can play an important role in both recruitment and retention. Through VACo's partnership with the National Association of Counties (NACo), Virginia counties have access to [Savi](#), a comprehensive student loan assistance program designed to help employees navigate federal student loan repayment and forgiveness opportunities.

VACo Executive Director Dean Lynch [interviews](#) Tony Raffa of Savi, who outlines all the details of this program. Providing access to [Savi](#) offers counties a valuable tool to support employees while strengthening workforce recruitment and retention efforts. To date, [Savi](#) has identified approximately \$34 million in projected student loan savings for participating Virginia employees, helping borrowers reduce debt, lower monthly payments, and pursue loan forgiveness opportunities.

[Watch the Video](#)

VACo Contact: [Karie Walker, CAE](#)

Bolton
BENEFITS & HR CONSULTING

VIRGINIA ASSOCIATION OF COUNTIES · PREMIER PARTNER

We help municipalities make confident workforce decisions.

Balancing rising costs, workforce expectations, and fiscal responsibility isn't getting easier. You shouldn't have to solve it alone.

ABOUT BOLTON

INDEPENDENT. EXPERT. ON YOUR SIDE.

Bolton is an independent benefits and HR consulting firm with over 40 years of experience serving public agencies, counties, nonprofits, and multi-employer plans. We work with municipalities across Virginia to help them control costs, support their workforce, and meet the fiduciary responsibilities that come with managing public employee benefits.

HEALTH

COMMUNICATIONS

RETIREMENT

INVESTMENT

REWARDS

TALENT

CHALLENGES WE'RE HELPING MUNICIPALITIES SOLVE**Paid Leave**

Support your workforce through life's moments with paid leave programs that are clear, sustainable, and easier to manage for your municipality and your teams.

Advanced Primary Care

Give employees access to the care they need. Advanced primary care supports healthier employees, smoother navigation, and better use of your health dollars.

Fiduciary Compliance

Own the fiduciary responsibility your plan demands. Bolton brings the structure, transparency, and accountability that plan sponsors need.

Retirement Plan Investments

Give your employees confidence in their financial future. Bolton helps municipalities strengthen retirement plans through independent investment advice, fiduciary oversight, and strategic governance support.

YOUR BOLTON TEAM

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GET STARTED

Discuss your workforce and benefits priorities.

Bolton works with groups of all sizes across Virginia.

boltonusa.com/vacosolutions@boltonusa.com

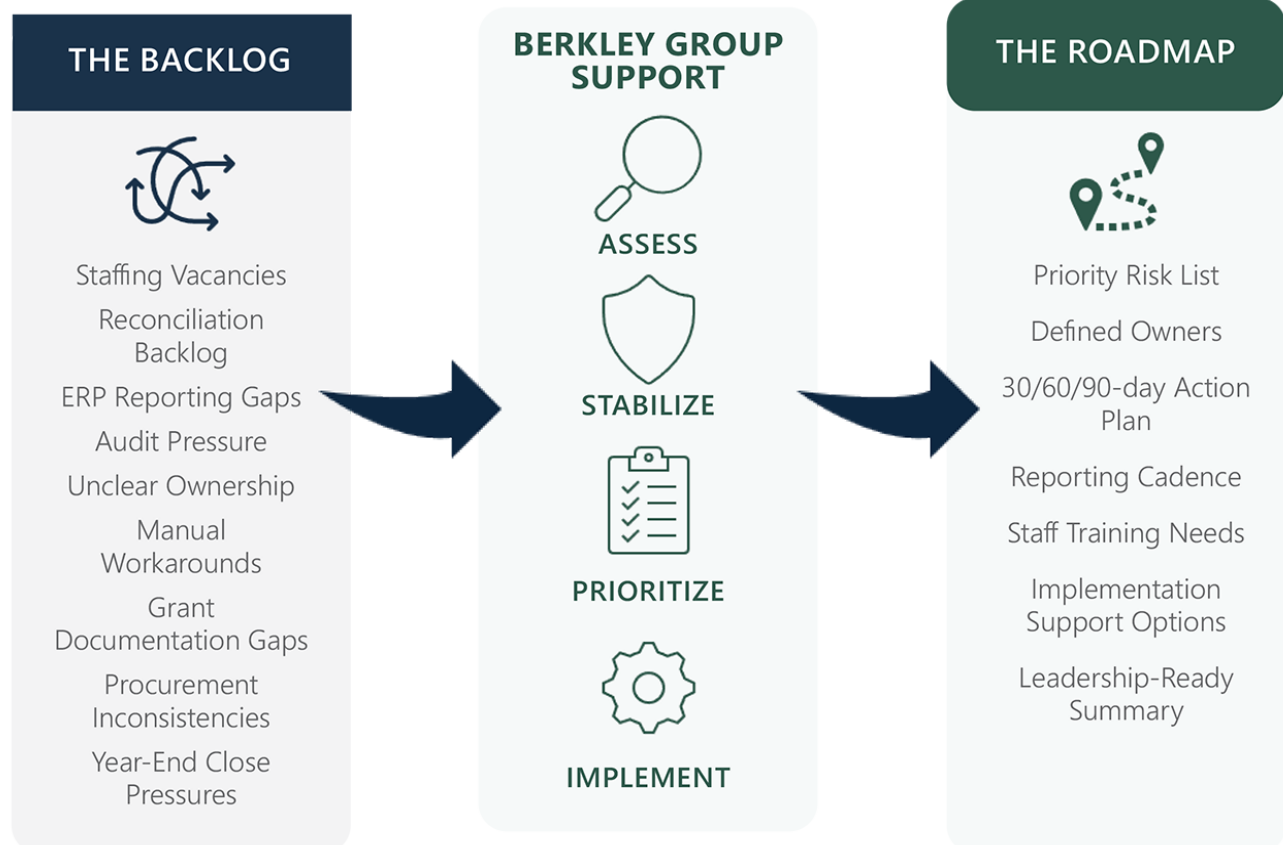


RAPID FINANCE ASSESSMENT

From Backlog to Roadmap

**STABILIZE URGENT FINANCE NEEDS.
CLARIFY PRIORITIES. BUILD A PRACTICAL PATH FORWARD.**

Finance challenges rarely come one at a time. We help local governments move from disconnected problems to a clear, prioritized plan that strengthens operations and reduces risk.



SCHEDULE A STRATEGY CALL TODAY!



Your Project, Your Procurement Path: A Guide to Selecting the Best Delivery Model

This guide walks **Virginia leaders** through the key considerations that influence procurement decisions. Start with the first question at the top and follow the yes/no path. Your responses will lead you to the delivery method that best aligns with your project goals—Performance Contracting, Design-Build, or Low-Bid Procurement.

**Do I have the funding
for my project?**



NO



Evaluate Guaranteed Energy Savings Performance Contracting

- Has my district done a performance contract in the last 15 years?
- Has an ESCO told me I am not a good candidate for performance contracting in the past 3 years?



If **YES TO EITHER**
of these, ask Schneider
Electric about
**Grant Programs
for Your Project**



If **NO TO BOTH**,
explore increasing capital
funding through
**Guaranteed Energy
Savings Performance
Contracting**



YES



Consider these “I” statements:

- Want a fixed price with no change orders
- Don't have the staff bandwidth to manage a designer, general contractor and subcontractors
- Have brand or equipment preferences
- Want the project completed faster than traditional low-bid construction
- Have had poor experiences with low-bid construction
- Want a single point of accountability
- Want to focus on lowest lifecycle cost, not the cheapest upfront cost
- Want help navigating DPI reviews and federal paperwork



If you answer **YES
TO ANY** of these
statements, utilize
**Design-Build
Delivery Method**



If you answer
NO TO ALL
of these, utilize
**Low-Bid
Procurement**

**Let's discuss
your options**

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**Public
Promise
Insurance**
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POWERED BY NACo
BUILT FOR **COUNTIES**

SAVE ON
EMPLOYEE
BENEFIT
SOLUTIONS
TODAY

NACo PHARMACY BENEFIT MANAGEMENT COALITION

More than 30% of county employee health plan expenses are related to pharmacy benefits. NACo's PBM Coalition is the **only plan specifically built for counties & county pools** that manage self-insured health plans.

Combat Skyrocketing Rx Costs

Average savings of
20% Discount
on Rx drug plan costs

Projected savings of
\$65+ Million
for over 126,000 participants

- Full autonomy over your county's Rx drug plan design & benefit programs
- Streamlined contracting & strong multi-year pricing guarantees to ensure budget stability

STUDENT DEBT RELIEF

Help Public Employees Eliminate Loans

Our partnership with **Savi** puts money back in employees' pockets with more than 150 different potential options available.

Public servants can save

\$156/mo or \$28,308
in lifetime savings on average



- Calculate savings online for the Public Service Loan Forgiveness (PSLF) & other programs

VOLUNTARY BENEFITS

Recruit & Retain a Strong Workforce

Demonstrate value and enrichment to employees' lives with professionally managed and flexible voluntary benefits.

80% of Workforce
would choose better benefits
over a pay raise *SHRM

72% of Employees
report greater happiness from
better benefit packages *SHRM

- Competitive benefit pricing for America's 3.6 million county employees

NACo Public Promise Insurance
www.publicpromiseinsurance.org

Alex Herrera
Managing Director
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(713) 396-6001

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Program Director
cblanchette@naco.org
(203) 910-6395

**LEVERAGING THE POWER
OF 3.6 MILLION PUBLIC EMPLOYEES**



Comprehensive Voluntary Benefits Provider

Solutions for Benefits Administration

70 years of experience specializing in employee benefit programs



We are Pierce Insurance, a VACo Premier Partner and VACo's supplemental benefits provider. We were founded in 1955 by Lonnie and Wanda Pierce who were pioneers in employee supplemental benefit plans. After winning our first Virginia account, Henrico County Government and Schools, we realized there was a need for an improved, best-in-class product selection with local concierge account management, alongside a time-saving NO-COST benefit administration system.

Located in Farmville, NC, Lonnie and Wanda's children, Lonnie and Patricia, retain the positive reputation that their parents built. Pierce Insurance continues to provide benefit plans and administration services to public sector employers. Seventy years later, Pierce Insurance now services over 800,000 in-force policies. Our employer group range is from 75 to 340,000 employees/retirees.

Simplifying the entire employee benefits lifecycle with innovative benefit solutions

We focus on a collaborative partnership with our clients. We have the experience, knowledge, and long history of carrier and product selection, implementation, communication & benefits education, enrollment services, and a dedicated account management team. In addition, our back-office support includes simplified consolidated billing and reconciliation.

Our access to insurance plans and carriers is vast

Maintaining strong relationships with all the top carriers, Pierce Insurance offers an extensive array of employee benefit plans, such as...

Flexible Spending
Dental
Vision
Short Term Disability
Long Term Disability

Accident
Cancer
Critical Illness
Life Insurance
Hospital Indemnity

Long Term Care
Identity Theft Protection
Legal Plans
Wellness
Pet Insurance

By choosing Pierce Insurance, you will receive unbiased benefit recommendations as we are an independent broker/consultant with no contractual relationships with any insurance carriers/vendors.

Multitude of benefit solutions that will strengthen your employee benefit package

- ✓ **Best in Class benefits** with Guarantee Issue for all
- ✓ **NO Cost Benefits Administration System** - One portal for all plans
- ✓ **Flexible enrollment options** with **time-saving enrollment technology**
- ✓ **Tailored Micro-site** housing all educational benefits videos, forms, enrollment, and more...
- ✓ Professional, high-quality **communication materials**
- ✓ **Consolidation** of carriers and billing **including reconciliation** service
- ✓ **Dedicated Account Manager**- Liaison to insurance carriers, support HR/Finance staff & all employees

VIRGINIA ENERGY SENSE

VALUE YOUR POWER



Turn your ceiling fan blades counterclockwise during warmer months to push air downward and create a cool breeze.

Learning simple energy-saving habits can help reduce power use and lower utility bills. One easy step as temperatures rise is setting your ceiling fan to rotate counterclockwise, which improves airflow and creates a cooling effect.

Both renters and homeowners can usually locate a switch on the fan to adjust the blade direction, helping maximize the circulation of cool air.

Virginia Energy Sense (VES) is the Commonwealth's statewide energy education initiative, managed by the State Corporation Commission. The program provides practical guidance and accessible resources to help Virginians understand energy use, conserve resources, and reduce everyday utility costs. Key services and resources include:



Easy-to-use online tools for tracking and reducing energy consumption, such as a [DIY Home Energy Audit](#)



Educational materials that explain energy efficiency and cost savings



In-person outreach and community education programs

VES equips individuals, families, schools, businesses, non-profits, local organizations and governments, and communities across the Commonwealth with reliable information to make informed energy decisions that support comfort, health, and financial stability while promoting long-term sustainability across the state. Through these efforts, VES helps Virginians save money, lower energy use, and support responsible environmental stewardship.

Visit www.virginiaenergysense.org to view our full library of resources. Connect with us directly via email at EnergySense@scs.virginia.gov. Or call 804-371-9141 to learn more about collaboration opportunities.

Together, we can help Virginians save energy and money. Let's connect.



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Director of Purchasing
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Single-Award Cooperative Purchasing For Public Agencies

PPP values transparency and the trust of its participating cooperative members. Contracts between the Lead Public Agency (LPA) and suppliers are single-award, competitively-bid, and scrutinized by an advisory council of procurement professionals and public sector peers.

Purchasing agents and procurement officials gain access to a cooperative uniquely designed to their needs and circumstances. Navigating the complexities of purchasing requirements and due-diligence is streamlined by registering with NACo's program.



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Lead Public Agency: Maricopa County, Arizona



Electric Vehicle Charging Equipment for Community, Public Agency Fleet & Workplace EV Infrastructure



Lead Public Agency: Broome County, New York

The NACo EDGE Public Sector Procurement Advisory Council

Meet our team of local government advocates and public procurement experts.



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Sean Behan
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Learn more about our contracts & suppliers at publicpromiseprocurement.org



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).





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.



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Productivity
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Literacy
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Operational Continuity
Cyber Security



Ritter Jonas

Senior Business Development Executive
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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).

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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.



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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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