

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

October 1, 2013



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VACo Conference update



Only six weeks remain until the start of the [VACo 2013 Annual Conference](#)! If current trends continue, it appears that our attendance will exceed levels reached in recent years.

If you have your room reservation at The Omni Homestead but have not registered for the conference, we urge you to do so as soon as possible. The earlier registrations are received, the easier it is for VACo's staff to do the administrative work necessary to assure all attendees a satisfying conference experience. It also enables our staff to more effectively coordinate with The Omni Homestead on a timely basis to assure that adequate food and other services are available.

Very shortly, VACo will provide additional information that should help make arrival and departure from The Omni Homestead a smoother process for conference attendees.

For the most up-to-date information about VACo's 2013 Annual Conference please visit [VACo's website](#). Continual updates on the Annual Conference will also be provided in upcoming issues of [County Connections](#).

Forbes ranking demonstrates pro-business environment in Virginia



Virginia was recently named America's "[Best State for Business](#)" by [Forbes.com](#). The Commonwealth was the only state to rank in the top 5 in four of the study's six categories. Virginia finished second overall in 2010-2012, but was No. 1 in 2009.

"The U.S. economy continues to sputter along with an outlook that is cloudy.... But pockets of the U.S. are primed for growth thanks to pro-business regulatory environments, educated workforces and reasonable business costs. Leading the way is Virginia...." the website wrote.

The positive report adds credence to VACo's position on local business taxes, in particular the Business, Professional and Occupational License (BPOL) and Machinery and Tools taxes (M&T). For years, some lawmakers have sought to eliminate local business taxes, and this issue is likely to be debated again during the 2014 General Assembly session. Opponents of BPOL and M&T taxes claim they hinder the attraction of new businesses and the expansion of existing businesses in Virginia.

Gubernatorial candidates Terry McAuliffe and Ken Cuccinelli have expressed their desires to eliminate or

reform the local business taxes.

However, according to VACo's Deputy Executive Director Dean Lynch, it's critical for localities to maintain the revenue stream derived from BPOL and M&T taxes. In many cases the revenue from these local taxes are plowed right back into services, incentives, infrastructure and streamlined regulatory processes that help make Virginia the best state for business. The business friendly policies of Virginia's localities are a critical component of the state's success.

Earlier this year, [Lynch reported](#) that localities generated \$683 million from BPOL taxes or 4 percent of their locally-generated revenue for FY 2012. Lynch also stated that 36 cities, 90 counties and 23 towns levy the M&T tax in the Commonwealth. In all, localities generated \$213.7 million from M&T taxes or 1.3 percent of their locally-generated revenue in FY 2012.

This issue was a hot topic in recent VACo steering committee meetings as well as regional meetings. Jim Regimbal (Fiscal Analytics) gave [this report](#) to the Finance Steering Committee during the VACo

RANKING

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VACo Executive Director **Jim Campbell** (far left) presented two Achievement Awards to Henrico County earlier this week.

Henrico County won for its "Comprehensive School Safety Audit Process" (Criminal Justice/Public Safety category) and "Museum Collection Management Program Database Documentation" (Parks and Recreation category).

Congratulations to Henrico County!

Check out all the Achievement Awards. www.vaco.org/membership/achievement-awards/

VACo Executive Director **Jim Campbell** was recognized Monday with the 2013 Friend of the Council Award from The Council for Rural Virginia.

Pictured left to right are **Basil Gooden**, Chairman of the Virginia Rural Center Awards Committee and Council for Rural Virginia Board Member; **Jim Campbell**; **Ward Stevens**, Chairman of the Council for Rural Virginia; and Senator **Emmett Hanger**, Chairman of the Center for Rural Virginia.



NACo introduces new Grants Clearinghouse

The National Association of Counties (NACo) recently launched a significant upgrade to the NACo Grants Clearinghouse which offers almost 10 times as many grant opportunities for counties. Updated daily in real-time, the new clearinghouse boasts enhanced search features and up-to-date listings of federal, state, corporate and foundation grants available to counties and community-based organizations.

The original NACo Grants Clearinghouse had up to 100 grant opportunities at any one time while the new tool has nearly 1,000 grant opportunities for counties. An [instructional video](#) is available on the NACo YouTube Channel.

NACo is joining with Grants Office LLC, a national grants development services firm, to provide the grants content for the tool through its GOSTream application programming interface. Grants Office LLC has been providing grants information and support to counties for more than 13 years.

With the substantial increase in the number of grants available, robust searching ability is an important feature. With the original, users were able to search only using a pre-set list of categories. The new clearinghouse is highly customizable as the user can now search by any word or term.

The tool also consists of a series of filters to help county users refine their search results. Users can filter results by category, organization eligibility, funder type and state eligibility. The category field represents important areas — such as economic development, emergency preparedness and response and healthcare services — in which counties serve their residents.

Lastly, users can filter by the type of funder, as well as eligible states.

The new NACo Grants Clearinghouse provides more detailed descriptions of individual grants, including a summary of the grant, a history of grant program funding, contact information and additional information such as grant stipulations and the Catalog of Federal Domestic Assistance number.

The NACo Grants Clearinghouse is free to all NACo members. Visit www.nacogrants.org to use the new tool. To learn more about NACo membership, visit www.naco.org/membership.



Louisa County appoints deputy county administrator

The County of Louisa is pleased to announce the appointment of Christian R. Goodwin as Deputy County Administrator, effective September 16. Prior to his appointment, Goodwin served as the County's Finance Director since December 2010.

Goodwin will continue to lead the Department of Finance and will also be responsible for the General Services Department and the Comprehensive Services Act Coordinator. This will involve oversight of services for at-risk youth, facilities management, capital projects, refuse and recycling centers, landfill, custodians and the animal shelter.

"I'm excited that he is taking on these additional roles. I think we have a good team here, and I look forward to it continuing," said County Administrator Robert Dubé, who said that the changes will allow more focus on strategic planning. "I think the confidence level with Christian has grown with the Board. He has shown a grasp of the government function in total there," said Board of Supervisors Chairman Willie Harper.

Before coming to work as the County's Finance Director, Goodwin was a Consulting Manager for Robinson, Farmer, Cox Associates for eight years, where he performed local government financial analysis and supported governmental audits.

Goodwin earned his bachelor's degree from the University of Virginia and holds a Master's Degree in Business Administration from Virginia Commonwealth University.



Powhatan County hires director of community development

Powhatan County is pleased to announce the hiring of John (March) M. Altman, Jr. as Director of Community Development, effective September 23. Altman was selected as the top candidate following a rigorous and deliberative search and interview process.

Altman comes to the County with a wealth of experience in local government planning, zoning, inspections and economic development. He has worked in local government for over 17 years, holding the positions of Senior Planner/Zoning Administrator, Director of Development and Assistant City Manager for Community Development. Most recently, Altman was Assistant City Manager for Development with the City of Hopewell, Virginia.

He is a graduate of Virginia Tech and has a Master's Degree in Urban and Regional Planning from Virginia Commonwealth University.

Altman brings experience in the areas of planning and zoning, economic development and building code enforcement. He has served as project manager for environmental clean-up of the Exeter Superfund Site, and Hopewell's downtown revitalization effort, including the design and construction of the downtown library and streetscape enhancements.

He has a diverse economic development background ranging from the location of retail business to large industrial development project. Mr. Altman is a member of the American Planning



Association, the Urban Land Institute and the International City/County Manager's Association.

The Department of Community Development was created in the FY 2014 Budget and combines the building inspection, planning, zoning and economic development functions into one department.

County Administrator, Patricia A. Weiler commented: "March brings to the County experience in all the functions of the Community Development Department. He has an outstanding reputation with the development community of Hopewell and will cultivate that relationship with Powhatan businesses and developers very quickly. March will fill a great void created with the loss of the Planning and Economic Development Directors."

Altman commented that "Powhatan is a beautiful community at a crossroads, and I look forward to working with Ms. Weiler, the Board and the citizens of Powhatan as stewards of the community ensuring that the rural character and charm that makes Powhatan such an appealing designation for families is maintained while accommodating future growth that is both sustainable and fiscally responsible."

Financial Facts

By Vicky Steinruck
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The Government Accounting Standards Board has issued a proposal that is designed to eliminate a potential source of understatement during a state or local government's transition to the GASB's new pension standard.

The proposed statement would require, during transition, recognition of a beginning deferred outflow of resources for pension contributions made between the measurement date of the beginning net pension liability and the beginning of the initial fiscal year implementation.

The proposed statement is available at tinyurl.com/k2qw53o.

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and photo to
gcharter@vaco.org**

Virginia receives \$57.3 million in federal transportation funds

By Beau Blevins
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This month Gov. McDonnell announced Virginia will receive an additional \$57.3 million in federal funds to accelerate transportation projects.

These federal funds were originally allocated to other states.

The Virginia Department of Transportation (VDOT) will determine the use of the additional federal funding. Particularly, \$16.7 million will go toward interstate paving, \$25.6 million is designated for paving of primary roads while \$13.7 million will go to paving secondary roads. Bridge painting and preventative maintenance projects will received \$1.3 million.

VDOT will make its funding recommendations to the Commonwealth Transportation Board (CTB). The CTB will have final approval.

The Federal Highway Administration (FHWA) reviews every state's ability to commit allocated highway dollars as federal fiscal year ends. If a state cannot obligate these funds, they are then redistributed to states that can obligate all of their federal allocations and have additional eligible projects ready to move forward



Roanoke County wins Governor's Award for Innovative Use of Technology

Roanoke County's Communication and Information Technology Department was recently honored with a Governor's Technology Award at the 16th Annual Commonwealth of Virginia Innovative Technology Symposium (COVITS).

On September 9, the department received the Governor's Technology Award for Innovative Use of Technology in Local Government for a project that helps save time and resources by allowing Community Development building inspectors to make real-time updates from remote locations across the County.

The County's Infrastructure Services staff developed a secure "virtual desktop infrastructure" solution to integrate building inspectors' mobile updates with the legacy computer system in the office. The solution saves time and fuel costs for building inspectors and also helps keep information current for Roanoke County's building safety staff and other system users that rely on the most up to date information.

The annual Governor's Technology Awards were presented in 10 categories at a special ceremony during the COVITS conference in Richmond, Virginia. Secretary of Technology Jim Duffey and CIO Sam Nixon presented awards for the winning entries from state agencies, local governments, and universities.



October 11 is the deadline for submitting Go Green Scores



Seven counties have now registered to participate in the Green Government Challenge for 2013!

They are the counties of Arlington, Chesterfield, Frederick, Henrico, James City, Stafford and York.

We want more!

This is VACO's fifth year in participating with the Virginia Municipal League as partner in the Go Green Program.

To participate in the Go Green Government Challenge and obtain a copy of the scorecard, counties need to register online at www.GoGreenVA.org. The website is structured to make the process as easy for applicants as possible.

The Go Green Initiative was first created by VML for the purpose of promoting and improving energy efficiency for all local governments.

Visit Prince Edward County and the Twin Lakes State Park

Twin Lakes State Park is a state park in Prince Edward County.

Twin Lakes State Park, centrally located in Virginia's Piedmont region, provides visitors from all over the Commonwealth with a variety of lakefront activities in a secluded setting. Swimming, camping, fishing, biking, canoeing and hiking are popular activities. The park is home to Cedar Crest Conference Center, a perfect facility for group meetings, family reunions, wedding receptions and company picnics.

The land for Twin Lakes State Park was initially bought from struggling farmers by the federal government during the Great Depression. Two parks, Goodwin Lake and Prince Edward Lake, were founded in 1939 and until the early 1960s were run as two racially segregated parks. The parks merged in 1976 and became Twin Lakes State Park in 1986.

SOURCE: Virginia Department of Conservation and Recreation (www.dcr.virginia.gov/state_parks/twi.shtml)



Mark Your Calendars



Registration opens for 36th Annual Municipal Clerks Institute and Academy

October 9-11

Sheraton Virginia Beach Oceanfront Hotel

VIRGINIA BEACH, VA – The date has been set for the 36th Annual Virginia Certified Municipal Clerk Institute and Master Municipal Clerk Academy. The three-day event is the main education and professional development opportunity for municipal clerks throughout the region. This annual training draws participants from across the Commonwealth of Virginia and neighboring states.

The broad curriculum and overall program meets stringent standards of professional excellence established by the International Institute of Municipal Clerks (IIMC). In addition to learning specialized skill sets required to be effective in municipal government, participants in the Municipal Clerks Institute and Academy earn credit toward the esteemed designations of Certified Municipal Clerk and advanced Master Municipal Clerk.

The annual program is organized through the collaborative efforts of IIMC, the Virginia Municipal Clerks Association (VMCA) Education and Professional Development Committee and Old Dominion University. The 36th VMCA Municipal Clerk Institute and Academy will be held in Virginia Beach on October 9-11 at the Sheraton Virginia Beach Oceanfront Hotel. A separate pre-conference session is also available on October 8th for those municipal clerks seeking to earn extra points toward their IIMC certifications. Both programs are offered through ODU's Executive Development Center, College of Business and Public Administration.

Registration information and program specifics are available by contacting Institute Director Charlotte Anders at canders@odu.edu or 757.683.5825. Hotel reservation information is available online at: <http://www.edc-odu.com/content/municipal-clerk/>.

The Virginia Municipal Clerks Association promotes ongoing professional development for municipal clerks and is open to every city, town and county in the Commonwealth of Virginia. To learn more about the VMCA and its training opportunities, visit their website: <http://www.vmca.com>.



VACo 2014 key dates

There are many educational opportunities in 2014 for VACo members.

Click here to view the 2014 calendar.

More events and educational opportunities will be added as they are scheduled.

Your Road to Faster, Better Broadband Starts Here



**October 9
Salem, VA**

Come to Salem, VA on October 9 for "Building the Gigabit City in Virginia," a hands-on workshop and group consulting session that helps you conduct an effective feasibility study and launch a community broadband network. Hosted by Roanoke-Blacksburg Technology Council and the Center for Innovative Technology, nationally recognized expert Craig Settles delivers a full day of consulting so you can:

- identify potential local funders and anchor subscribers for the network;
- conduct surveys and other data gathering that identifies economic development needs broadband can address, and generates potential customers;
- assess business models and network financing options;
- create an initial project that drives your network buildout and broadband adoption; and
- develop marketing strategy and tactics that generate revenue.

This event is designed for local government officials, public utility managers, economic development agencies and other community stakeholders directly involved with planning, implementing or working with private-sector partners to implement their community's broadband project.

The workshop combines Mr. Settles' experience and lessons from dozens of communities nationwide that launched successful highspeed Internet networks. The group consulting lets you engage with Mr. Settles and other attendees to receive advice and guidance about your community's specific issues.

Group consulting begins prior to the workshop. You will receive worksheets with recommended tasks to complete, plus questions to ask colleagues and stakeholders. Each workshop section begins with an overview of best practices, and moves to Q & A.

The cost of the workshop and group consulting is \$149, and includes worksheets, session materials, continental breakfast (which begins at 7:30 a.m.) and lunch. Get more details and reserve your place today. Participation is limited. E-mail (craig@cjspeaks.com) or call 510.387.4176 to discuss the prep work that boosts the value you receive at the event. We look forward to meeting you in Salem and helping you launch your broadband network.

A recap of the 2013 Rural Summit

The Virginia Rural Center's 2013 Rural Summit and Caucus Convening brought together policymakers, rural leaders and subject matter experts from across Virginia to discuss challenges and opportunities for rural communities throughout the Commonwealth.

"The Next Generation Policies for Rural Capacity" two-day summit presented a robust agenda for attendees aimed to facilitate policy initiatives to further economic development in rural communities throughout the Commonwealth. Speakers and panelists focused on a wide array of issues as they relate to economic development, workforce development and education needs for capacity building in rural regions.

The Summit was moderated by Ward Stevens, Chairman of the Council for Rural Virginia and Vice President at VCOM. In closing the summit, Mr. Stevens provided a host of policy recommendations discussed throughout the two-day meeting for policymakers and attendees to consider.

The keynote address was delivered by Diane Duff, Executive Director of the Southern Governor's Association. Speakers included Attorney General Candidate Mark Obenshain who presented his campaign platform for rural Virginia; Dr. Bill Hazel, Secretary of Health and Human Resources presented current healthcare challenges; Lieutenant Governor Bill Bolling, who spearheaded Governor McDonnell's Rural Jobs Council initiative, discussed Virginia's future; and Bill Shelton, Director of the Virginia Department of Housing and Community Development presented on the agency's initiatives in rural Virginia to promote entrepreneurial and innovative economic development.

Panelists engaged attendees during the summit to spur discussion on a wide range of issues including rural capacity building, education and workforce priorities and policy positions and energy infrastructure initiatives to promote economic development.

The first panel, "How does rural impact statewide policy to build capacity" was moderated by Senator Emmett Hanger, Chairman of the Center for Rural Virginia with presentations by Dr. Keith Miller, President of Virginia State University, John Thomas, President of the UVA Weldon Cooper Center and Mark Creery, President of Data Directions.

The next panel focused on "Education and Workforce Priorities for Capacity



State Senator **Emmet Hanger** (left), Chairman of the Center for Rural Virginia, addresses attendees at the 2013 Rural Summit and Caucus.

Building", moderated by Bryan David of Region 2000 with presentations by Dale Moore, Founder of Virginia Technical Institute, Dr. Steve Staples, Executive Director of the Virginia Association of School Superintendents, Dr. John Downey, President of Blue Ridge Community College and Brett Vassey, President & CEO of the Virginia Manufacturers Association.

The third panel titled "2013 Policies for Building Capacity Education and Workforce Positions" was moderated by Robin Sullenberger, former CEO of the Shenandoah Valley Partnership with presentations by Senator Frank Ruff, Chairman of the Virginia General Assembly's Rural Caucus, Glen Sink, Center for Rural Virginia and Barry DuVal, President & CEO of the Virginia Chamber of Commerce, who provided an update on the Chamber's Blueprint Initiative.

The final panel focused on "Energy Policies and Initiatives to Promote Economic Development throughout Rural Virginia," moderated by Bill Murray, Managing Director of Public Policy & Senior Advisor at Dominion Resources with presentations by Greg White, President & CEO of Northern Neck Electric Cooperative, Ron Jefferson, Manager of External Affairs at Appalachian Power Company and Brent Archer, Director of Business Policy at Columbia Gas of Virginia.

New this year to the summit, in an effort to further policy development for rural regions, was a roundtable with members of

the Rural Caucus of the Virginia General Assembly, moderated by Senator Frank Ruff. Caucus members discussed challenges and opportunities within their legislative districts and regions as well as potential legislative proposals to address economic and workforce development needs.

In addition to the many policy discussions, Chairman of the Council Award Committee and Council for Rural Virginia Board Member Basil Gooden, presented several awards at the Networking reception to honor those who have shown great commitment to promoting rural Virginia. Jim Campbell, VACo Executive Director, was honored with the "Friend of the Council Award", Senator Frank Ruff was honored with the "Council for Rural Virginia Award", Robin Sullenberger received the "Best Practices Award" and Glen Sink, retiring Executive Director of the Center for Rural Virginia received the "Lifetime Achievement Award."

The 2013 Rural Summit was a great success, facilitating discussions around real policy proposals to further education, workforce and economic development throughout rural Virginia. These discussions will continue as we approach the 2014 session of the Virginia General Assembly and work to foster entrepreneurial and innovative solutions to challenges throughout rural areas of the Commonwealth.

Please visit www.cfrv.org for more information on the Virginia Rural Center and more details on the 2013 Rural Summit.

55 percent cost increase estimated for SOQ in next biennium

By Larry Land
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In each odd-numbered year, the state costs associated with the Standards of Quality (SOQ) Direct Aid budget is "rebenchmarked" for the upcoming biennium.

For the 2014-2016 biennium Department of Education (DOE) has estimated that the state costs for rebenchmarking SOQ will be \$350.6 million. This figure represents a very significant \$124.5 million (55 percent) increase in state costs compared to the current (FY 2012-2014) biennium.

Rebenchmarking also affects the required local funding match that local governments must make in order to receive direct aid funding needed to meet SOQ requirements.

Updates to Lottery-funded and categorical accounts are pending and will increase costs further. The Local Composite Index (LCI), additional enrollment projections, sales tax and lottery projections and VRS updates are still pending.

According to DOE, the estimated increased state costs for 2014-2016 will increase due to such factors as higher salaries for instructional personnel, decreased revenues expected from the federal government, increased pupil transportation costs and increased enrollments in public schools. Some of the key components of the SOQ funding formula include:

- Student enrollment; • Staffing standards for instructional positions; • Salaries of instructional positions; • Fringe benefit rates;
- Support costs (salary and non-salary); • Inflation factors.

See the following presentation at http://www.doe.virginia.gov/boe/meetings/2013/09_sep/agenda_items/item_m.pdf.



[New information on OPEB & pension liabilities](#)

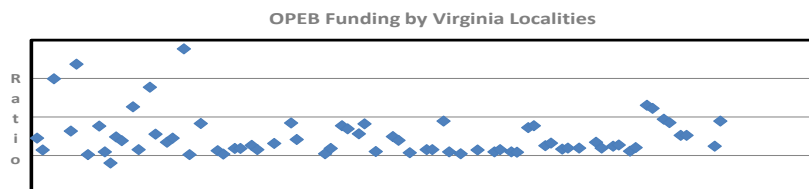
How does your locality measure up?

It has been five years since new OPEB reporting requirements took effect, impacting all local governments in Virginia.

Now, with local government retirement liabilities on the front page, GASB and the rating agencies are once again focused on OPEB and pension funding levels.

How well are Virginia local governments managing their OPEB and pension liabilities?

The VACo/VML Pooled OPEB Trust will answer this question at its Annual Meeting & Luncheon on October 25th. Dr. Jesse Hughes of Old Dominion University will present the findings of an in-depth study on local government funding of pension and OPEB liabilities in Virginia.



All local officials are invited, whether or not you participate in the VACo/VML Pooled OPEB Trust. After hearing this presentation, you will know exactly where your locality stacks up among your peers on these financial measures.



VACo/VML Pooled OPEB Trust Annual Meeting & Luncheon

Friday, October 25, 2013
10:30 am – 1:00 pm
SunTrust Executive Board Room
919 E. Main Street, 24th Floor
Richmond, Virginia

To register, simply email your Name, Title & Organization to info@valocalfinance.org. Responses requested by Wednesday, October 16, 2013.

Task force on school safety issues final recommendations

By Larry Land
lland@vaco.org

In the aftermath late last year of the tragic shooting in Newtown, Connecticut, Gov. Bob McDonnell created the 40-member Governor's Task Force on School and Campus Safety.

Task Force members included such high-level officials as Virginia's Superintendent of Public Instruction, the Attorney General, the Director of the Department of Criminal Justice Services, several members of the General Assembly and others.

On September 23 the Task Force held its final meeting and reached agreement on 61 recommendations.



Here is a short list of them:

- **Establish a Public Education Grant Program:** A \$2 million appropriation be made annually to establish a competitive grant program to support and sustain crime prevention and campus safety programs at Virginia's colleges and universities.
- **School Resource Officers (SROs):** Prior to being assigned SROs, law enforcement officers should complete the School Resource Officer training curriculum provided by the Virginia Center for School Safety or achieve equivalent training provided through a local department.
- **Bullying definition:** That a definition of "bullying" be provided in the Code of Virginia.
- **Antibullying Training Funding:** Provide funding for the implementation of recommendations set forth in the Study of the Nature and Effectiveness of Virginia School Divisions' Antibullying Policies.
- **Lock Down/Intruder School Drills:** Require every public school to conduct a lockdown intruder drill as described in The Virginia Educator's Guide for Planning and Conducting School Emergency Drills.
- **Designation of Emergency Manager for Schools:** Each school division within Virginia shall designate an Emergency Manager who will coordinate school preparedness within the division and also coordinate with the locality in which they reside.
- **Funding for Facility Upgrades:** Propose the creation of a fund to provide grants and loans to localities, subject to local match, for facility upgrades of older facilities to improve security.
- **Funding for Threat Assessment Protocols:** Creates a fund within the Virginia Center for School Safety to provide technical assistance to localities for developing threat assessment-based protocols.
- **New K-12 Construction and Higher Learning Access Control:** All new K-12 schools should include a single monitored public entry, include vestibules and electronic access control systems for exterior door(s).
- **Application of Compatible Systems and Interoperability:** To the extent possible, public safety and school divisions should consider the application of Project 25 compliant systems to ensure that the greatest level of interoperability exists.
- **Data Sharing Between Public Safety and Schools:** Public safety agencies and schools should consider data sharing to the greatest extent possible.
- **Additional Funding for SRO Grant Incentives:** Proposes to include an additional \$1.3 million in the budget for the funding of additional SROs and school security officer positions in Virginia's public schools.
- **Standing School and Campus Safety Committee:** A standing School and Campus Safety Committee at the gubernatorial level should be formed. It should consist of members from appropriate state agencies and members selected or nominated by relevant school, campus and law enforcement associations. The Committee would be charged with identifying school and campus safety issues, making legislative and other recommendations based on best practices in this field.

More information about the Task Force on School and Campus Safety is available at this link: <http://dcjs.virginia.gov/vcss/schoolcampussafetytaskforce>.

RANKING

Continued from page 1

Summer Educational Conference in August.

North Dakota was ranked second by Forbes.com, followed by Utah, North Carolina and Colorado.

The Forbes.com ranking considers states' **business costs** (cost of labor, energy, and taxes), **labor supply** (educational attainment, net migration, and projected population growth), **regulatory environment** (regulatory and tort environment, incentives, and bond ratings), **economic climate** (job,

income, and gross state product growth, as well as unemployment and corporate headquarter relocations), **growth prospects** (projected job, income, and gross state product growth, as well as announced business openings and closings), and **quality of life** (index of schools, health, crime, cost of living, and poverty rates).

The full Forbes rankings can be found [HERE](#).

Additionally, CNBC ranked Virginia tied for fifth in its midsummer report on "Top States for Business of 2013." Virginia was tied with Utah.

Join us at
the 2013
VACo Annual
Conference.
November 10-12.

Employment Opportunities

Employment ads are edited due to space considerations.

Visit www.vaco.org to view the full versions, and click on the employment link on the top left corner.

Grounds Supervisor/Powhatan County

Department of Public Works. Grade 10.

Salary Range: \$34,523 – \$39,357.

Duties include supervising grounds maintenance staff, developing schedules for the maintenance of County grounds, athletic fields, and utility facilities, assists with the coordination of construction/renovation of athletic fields, the installation/design/repair of irrigation systems and the implementation of the turf management program, oversees litter/refuse control and portable restrooms, and other tasks as needed. Applications and a complete job description may be obtained at the Powhatan County Administration Building located at 3834 Old Buckingham Road, Powhatan, Virginia. Applications can also be downloaded from www.powhatanva.gov. Position closes Monday, October 7 at 5 p.m.

Assistant Director of General Services/Roanoke County

General Services provides capital project management, full service curbside trash pickup, fleet services, building maintenance and environmental program oversight. The department is involved in many facets of County government and the community, and is known for its collaborative and supportive atmosphere. Our employees provide outstanding service to external and internal customers over a broad range of disciplines. If you believe in proactive leadership, quality, innovation and are a team player, please check out the qualifications and job description and contact us. Online Roanoke County application required. Submit resume and online application at www.roanokecountyva.gov. Closing Date: October 20. SALARY RANGE: \$63,373 – \$81,941.

Computer Analyst/Greene County

The County of Greene is seeking a part-time, contractual employee (25-29 hours week) or an independent information technology company to perform technical work related to the County's Data Base System and hardware. Submit cover letter/resume or a proposal to the County Administrator, P.O. Box 358, Stanardsville, VA 22973, or via e-mail to jbarkley@gcva.us.

by October 15. Visit www.gcva.us for an application.

Executive Assistant to the County Administrator/Powhatan County

The ideal candidate will perform responsible, highly complex administrative work and perform complex skilled administrative tasks requiring a thorough knowledge of office practices and document management. Salary negotiable, with a range from \$36,783 to \$47,082, based on qualifications and experience. Submit completed County application, letter of application, detailed resume, salary history and work related references to: Human Resources, County of Powhatan, 3834 Old Buckingham Road, Powhatan, VA 23139 or e-mail humanresources@powhatanva.gov. Position open until filled, with first consideration given to applications received by Wednesday, October 9. Official Powhatan County applications can be downloaded and printed from the County's website at www.powhatanva.gov.

Wastewater Operator-Operator in Training/Amelia County

The County of Amelia is soliciting applications for a full-time salaried position of Wastewater Operator. Salary shall be based on qualifications. Interested individuals shall obtain an employment application and a detailed job description from either the Office of the County Administrator, 16360 Dunn Street Suite 101, or the Office of Public Works, 9030 N Five Forks Road. This information can be obtained as well from the Amelia County website (www.ameliacova.com) under the downloads tab. Applications can be returned to the Office of the County Administrator, 16360 Dunn Street Suite 101 until 5 p.m. on October 11. Amelia County is an EOE and maintains a drug free workplace. Drug testing and background check is required. Questions about the application process can be addressed to the Amelia County Administrator's office at 804.561.3039.

Utility Engineer/Hanover County

PUBLIC UTILITIES – Incumbent performs technical tasks related to operation, expansion and planning of public water and sanitary sewer systems; plan review; utilizes GIS system and water and sewer models; and manages utility Capital Improvement Projects. \$44,689 – \$81,173 + benefits. This position is part of a career development program. Salary & level are dependent on qualifications. For more information and to

apply visit www.hanovercountyjobs.com or call 804.365.6489 (TDD# 365.6140).

Purchasing Specialist/James City County
\$37,769/year or higher, DOQ + benefits; Full-Time Regular; Duties involve complex and specialized work in the procurement of a variety of supplies, materials, equipment and professional and non-professional consulting and other services required by, but not limited to, James City County, James City Service Authority (JCSA), and Williamsburg-James City County (WJCC) Public Schools staff. To apply go to: <https://jobs.jamestownva.gov>. Accepting applications until midnight (EST) October 4.

Payroll Technician/King George County

Salary Range \$29,512 to \$48,105
King George County is currently accepting applications for the position of Payroll Technician. Duties include, but are not limited to, processing payroll, budgetary and other financial data, preparing and maintaining employee master records, calculating deductions, preparing reports, W-2s and completing quarterly tax payments and monthly VRS contributions. Applications will be accepted until the position is filled, and are available from the County Administrator's office, 10459 Courthouse Drive, Suite 200, King George, VA 22485, 540.775.9181, or on the County's website www.king-george.va.us under Job Opportunities.

Assistant City Manager/City of Martinsville

Martinsville is located 40 miles north of Greensboro, NC and 50 miles south of Roanoke, VA. The city covers 11.2 square miles with a population of approximately 13,628. provides the demonstrated knowledge, skills and abilities. Salary: \$78,517-\$88,331 DOQ. Submit resume and required city application to: Human Resources, PO Box 1112, Martinsville, VA 24114. Complete job description and application is available on the city's website at: www.martinsville-va.gov. Application deadline is Oct. 22 at 5 p.m.

General Services Manager/Louisa County
Summary: Under the direction of the Deputy County Administrator, the General Services Manager plans, directs, supervises, and coordinates the day-to-day activities of

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the General Services Department to include building maintenance services, custodial services, building construction management, fleet, refuse and recycling centers, and the Animal Shelter. Must be willing to submit to a criminal background and Motor Vehicles check. Must consent to drug testing consistent with Louisa County's Drug-Free Workplace Policy. Must maintain a driving record consistent with insurance industry standards in order to drive a County vehicle. Twelve (12) month probationary period.

Building Supervisor Technician (HVAC)/ Powhatan County

Department of Public Works. Grade 12. Salary Range: \$39,042- \$48,000. Powhatan County is currently recruiting for the position of Building Supervisor Technician (HVAC) for the Powhatan County Department of Public Works. This position is full-time, 40 hours per week, and benefit eligible. Applications and a complete job description may be obtained at the Powhatan County Administration Building located at 3834 Old Buckingham Road, Powhatan, Virginia. Applications can also be downloaded from www.powhatanva.gov. Position closes Monday, October 7 at 5 p.m.

County Administrator/Pittsylvania County

Pittsylvania County, Virginia (population 63,125) is seeking qualified applicants for the position of County Administrator. The County operates a full range of services with 367 employees and has a FY 2013 budget of \$180,887,346. Salary for the position is based on the candidate's qualifications and experience. Please submit a cover letter, resume, college transcript, and the application found on the County's website at www.pittgov.org with salary history and five (5) professional references to: Pittsylvania County Board of Supervisors. Attention: Personnel Committee. P.O. Box 426. Chatham, Virginia 24531. Or by e-mail to: Oris.Hawker@pittgov.org. Deadline: Postmark by 5 p.m., November 15

Utility Operator/Hanover County

Public Utilities is seeking a licensed Class I or II wastewater operator at the Totopotomoy wastewater treatment plant, however, unlicensed individuals with a background in laboratory, environmental science or technology based skills will be considered. Operator will collect samples, conduct lab testing, monitor computerized control system (SCADA),

perform scheduled equipment preventative maintenance, data entry and record keeping. HS diploma or equivalent required. For more information and to apply, visit www.hanovercountyjobs.com or call 804.365.6489 (TDD # 365.6140).

Utility Maintenance Worker II/Hanover County

The incumbent will be performing routine inspections of wastewater lift stations and assisting with other utility maintenance and operations duties including custodial work. HS diploma or equivalent with 2 years related experience required. For more information and to apply, visit www.hanovercountyjobs.com or call 804.365.6489 (TDD # 365.6140).

Business Auditor/Albemarle County

The Business Auditor performs difficult technical work in the inspection and investigation of County business establishments to secure compliance with the State and Local Business license and tax ordinances. Works with the business community by providing information and assistance for new businesses. Does related work as required. SALARY: \$47,829-\$57,395/Yearly, depending on experience and qualifications. DEADLINE FOR APPLICATIONS: Monday, September 30.

Senior Administrative Assistant/City of Falls Church

Performs a variety of advanced level administrative and professional work that includes but not limited to budget monitoring/analysis and development, managing contracts and procurements and grant administration for the Aurora House Girls Group Home, a 12 bed, non-secure, community based temporary care residential facility for adolescent females ages 13-17. Hiring Salary Range & Benefits: \$43,075 – \$71,073, depending on qualifications. See www.fallschurchva.gov for additional information. To Apply: Submit a resume or application to the City of Falls Church, Human Resources Department, 300 Park Avenue, Falls Church, VA 22046, or via e-mail at hr@fallschurchva.gov. Applications received by October 4 will receive priority consideration.

Emergency Communications Center Director/Shenandoah County

This position performs difficult technical and administrative work planning, organizing and managing the operation of the Shenandoah County Emergency Communications Center. Salary is on Grade 26 of the County pay scale with a

starting salary of \$55,909. Benefits include Virginia Retirement System, health and dental insurance, vacation, sick leave and holidays. Complete job description available by contacting the Office of the County Administrator, 600 North Main Street, Woodstock, VA 22664, 540.459.6165, or visit our website at www.shenandoahcountyva.us and look at Employment. County application is required and due by October 18 at 5 p.m.

Director of Fire and EMS/Rockbridge County

Must be a team oriented and consensus-building leader, with a strong history of progressive management experience in fire, EMS or emergency management to include volunteer experience. Salary range \$57,255 – \$83,726. Starting salary up to \$69,000 DOQ. Salary requirements MUST be submitted with application. Competitive benefit package. Position open until filled. Preference will be given to applications received by 5 p.m. on Oct. 14. For questions contact Spencer Suter – County Administrator at 540.463.1460. A completed application form is required to be considered for the position. Application, cover letter with salary requirement and resume can be mailed to Rockbridge County Administrator, 150 S Main Street, Lexington, VA 24450 or e-mailed to: brandy_whitten@co.rockbridge.va.us. For application and job description go to www.co.rockbridge.va.us/jobs/joblist.htm. EOE

Director of Human Resources/City of Gaithersburg

The City of Gaithersburg, Maryland (population 64,239) is seeking a new Director of Human Resources. The salary for the position is negotiable up to the mid-point of the salary range, based upon qualifications and experience, with a hiring range of \$97,381 to \$155,810. Excellent benefit package includes retirement plan participation and City match, paid observed holidays, vacation and sick leave, group life insurance, health and dental insurance. Moving and relocation expenses may be negotiated with the City. The application deadline is October 13. To be considered please submit a cover letter, résumé, salary history and five (5) professional references to: John A. Anzivino, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228, Fax: 804.726.9752 or E-Mail: richmond@springsted.com. For a complete community/position profile related to the position, please visit our executive search page at www.springsted.com.



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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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