

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

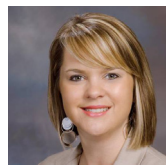
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County's Davidson
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December 1, 2013



Gov.-elect taps VACo members to serve on council



VACo President Harrison Moody will serve as a co-chair of Gov.-elect Terry McAuliffe's Transition Council on Local Government. The Dinwiddie Supervisor will join David Helms, Virginia Municipal League President and Mayor of Marion; and George Wallace, Virginia First Cities Executive Committee Chair and Mayor of Hampton, as co-chairs of the council.

The group will advise the McAuliffe transition team on issues relating to local government, including business taxes, pension liabilities, unfunded mandates, elections costs and education funding.

The Gov.-elect also has chosen a group of 30 county elected officials to serve on the council. Dean Lynch, VACo Deputy Executive Director; Mary Jo Fields, VML Director of Research; and Kelly Harris-Braxton, Virginia First Cities Executive Director, are assisting our elected officials in policy guidance.

The first meeting will be December 12 at the Capitol. The local government council will strive to map out a set of goals, challenges and opportunities for the next four years in hopes of building a plan that will strengthen collaboration between localities and the state.

For more information, contact Dean Lynch at dlynch@vaco.org and 804.343.2511.

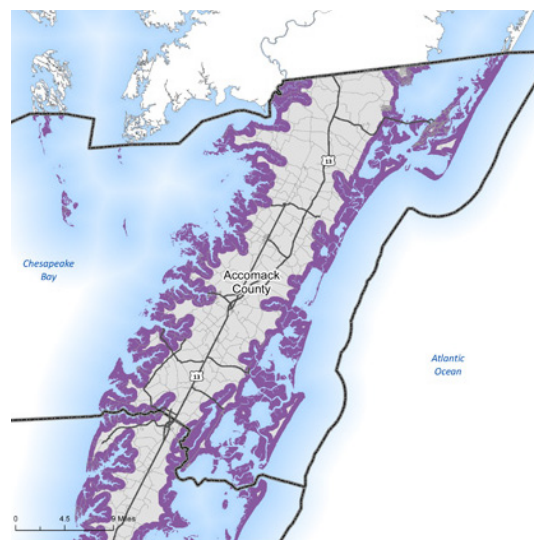
Coastal Insurance Committee releases report

Earlier this year, former VACo President Jack Miller appointed Mathews County Supervisor Janine Burns to chair the VACo Coastal Insurance Committee, which reviewed declining real estate revenue in coastal areas.

The ad-hoc committee also was tasked to determine whether coastal counties were experiencing a reduction of county revenue because of a declining insurance market. The committee met numerous times throughout the year and Chairman Burns delivered a report to the VACo Board of Directors on November 10.

Many stakeholders provided hours of research and discussion to the committee. The Committee was staffed by Dean Lynch and Larry Land and members included:

Janine Burns (Chair), Mathews County
Penny Gross, Fairfax county
James McReynolds, York County
Jack Miller, Middlesex County
Donald Hart, Accomack County



[Click here to visit the VACo Coastal Insurance Committee webpage.](#)

Sign up for the VACo County Supervisors' Forum



Contact

Beau Blevins

Director of Intergovernmental Affairs
804.343.2503

bblevins@vaco.org

The County Supervisors' Forum helps supervisors concentrate on critical issues facing counties today: intergovernmental relations, financial responsibilities, schools, land use, planning, transportation, environmental protection, legal issues and more. An overview of county government and the work of county supervisors are covered.

Newly elected and incumbent supervisors, chief county administrative officers and other government managers should attend. These leaders will come away with information they need to steer their locality forward.

The conference registration fee is \$295, which covers County Supervisors' Manual, Friday dinner, Saturday lunch and Sunday lunch. Spouses and guests whom attend may register for \$150, which covers those meals.

The conference is held at the Richmond Marriott, 500 East Broad Street. Room rates are \$114. To reserve a hotel room, call 1.800.228.9290 by December 20 with this code: (VACo New Supervisors' Meeting).

Register Now!

2014 County Supervisors' Forum

January 3-5

Richmond

[Registration Form](#)

[Register Online](#)

[Draft Schedule](#)

[Richmond Marriott](#)

Prince George County's Trish Davidson graduates from LEAD VIRGINIA Class of 2013

Representatives from LEAD VIRGINIA announced and celebrated the efforts of the 2013 graduating class at the Jefferson Hotel in Richmond on November 22. Among the 50 graduates was Prince George County Director of Finance Trish Davidson. During the year, the 2013 LEAD VIRGINIA class visited seven regions throughout the Commonwealth, hosting three-day long sessions to educate participants about regional differences and statewide needs.

LEAD VIRGINIA's 2013 curriculum centers on the key themes of health, economy and education and cultivates a shared vision and statewide perspective by examining the technology, economic development, demographics, transportation/growth management and quality of life issues impacting the Commonwealth in each of the regional sessions.

"We congratulate Trish upon this achievement," Prince George County Administrator Percy Ashcraft said. "She is seen as a leader on our senior management team. LEAD VIRGINIA is another milestone achieved in her professional development and advancement in her career."



"Graduates of the LEAD VIRGINIA program are better equipped to facilitate change throughout Virginia and offer solutions that will carry Virginia into a healthy, competitive future that enriches the lives of all Virginians," said Susan Horne, President and CEO of LEAD VIRGINIA.

LEAD VIRGINIA educates participants about regional differences and statewide needs through the shared experience of seven three-day sessions held throughout the Commonwealth. Endorsed by the Virginia Chamber of Commerce, state universities and regional leadership organizations, the program offers leaders a forum for gaining deeper insights into complex statewide issues, exchanging resources, creating momentum and working within and outside the political arena to usher in positive change for the Commonwealth. Specific curriculum themes of local/regional economies, as well as the larger issues of education and health, are explored through in-depth dialogue, on-site field studies and experiential activities designed to highlight the diverse interests, resources and challenges of each region.

About LEAD VIRGINIA

LEAD VIRGINIA was incorporated as a charitable and educational organization in March 2005 and is patterned after similar models of statewide leadership programs across the nation. Led by a board of directors composed of business, education, government, non-profit and community leaders from across Virginia, LEAD VIRGINIA uses a proven model for developing a statewide network of leaders by engaging academic, business, civic and government advisors to educate class members on the wide range of key issues in Virginia. 2013 sustaining sponsors of the program include Altria, Bon Secours Richmond Health System, HCA Virginia and Norfolk Southern Corporation. Additional sponsors include American Office, Claude Moore Charitable Foundation, Dominion Resources, Northrop Grumman, Virginia Business, Cox Communications, Virginia Tobacco Indemnification & Community Revitalization Commission, Washington Gas, Wells Fargo and XO Communications. More information about LEAD VIRGINIA can be found at www.leadvirginia.org.

Financial Facts



By Vicky Steinruck
vsteinruck@vaco.org

According to a study by the Investment Company Institute, more than one-fourth of all retirement assets in the U.S. are held in individual retirement accounts up from 17 percent two decades ago.

IRA assets totaled \$5.7 trillion at the end of this year's second quarter.

Thank you for making the 79th Annual Conference a great success!



[Conference Recap](#)

Exhibiting at the 2014 VACo Annual Conference
Exhibitors – [renew your space now](#) for the 2014 show.

Housing Commission considers county-town building code enforcement changes

By Erik Johnston
ejohnston@vaco.org

On November 20, the Virginia Housing Commission considered a proposal by the Virginia Municipal League that would shift all decision making power to towns regarding the enforcement of the maintenance provisions of the building code.

VACo spoke in the commission meeting in opposition to this change and has also worked throughout the Housing Commission's work group process the past several months to oppose the change.

The commission deferred action on the proposal and will take final action at its December 11 meeting in Richmond.

Currently towns over 3,500 in population and all counties can choose whether they want to enforce the property maintenance provisions of the building code, known as Part III. State code does require towns with a population over 3,500 to either have their own building department or some type of agreement with their county for building inspection services for new construction (Part I) and renovation (Part II). Towns over 3,500 in population may also choose to adopt the property maintenance

enforcement provisions and have the choice to enforce with their staff or to reach an agreement for the county to enforce in the town.

VML's proposal would eliminate the 3,500 town population threshold from the code and allow all towns to force their county to provide maintenance code enforcement in the town. For many counties this would be a costly change and could undermine existing agreements. The fees charged for building code services for Part I and Part II of the building code help cover this service, but property maintenance enforcement costs can be significant and do not generate fees.

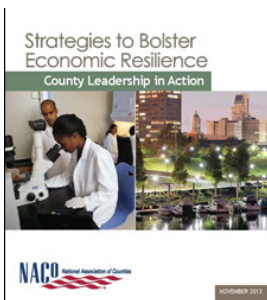
The issue was sent to the commission for its review as a result of identical bills introduced last session by [Del. Randy Minchew \(HB 1574\)](#) and [Sen. Mark Herring \(SB 1239\)](#). The new VML proposal also could strip counties of authority to enforce



Part III of the Building Code in towns where a town has not adopted Part III of the Building Code.

The town of Leesburg in Loudoun County brought this issue forward and VML added support for this change to their 2014 legislative program. VACo will continue to oppose this legislation and will advocate for maintaining local flexibility for counties and towns to work collaboratively to decide the best way to handle building code enforcement issues.

New NACo Publication: Strategies to Bolster Economic Resilience



The [National Association of Counties](#) released a new report today that suggests counties, regions and communities that can foresee, adapt to and leverage changing economic conditions are best positioned to attract and grow new businesses, retain skilled workers and promote a high quality of life.

[Strategies to Bolster Economic Resilience: County Leadership in Action](#) features eight case studies demonstrating how some county leaders are pursuing innovative strategies to create healthy, safe, vibrant and economically resilient communities.

Each year, counties invest \$25 billion in economic development efforts and spend \$106 billion annually to build, maintain and operate roads, bridges, transit, water systems and other public facilities. Counties partner with municipalities and state agencies to attract and retain employers; conduct planning activities to guide land use and infrastructure development; and invest in education, workforce training and business assistance programs. Through such investments and policy decisions, counties can facilitate private sector growth—directly

or indirectly—by accelerating coordinated economic development efforts in partnership with public agencies, private firms and regional and state institutions.

Additionally, counties operate hospitals and health facilities, run law enforcement and criminal justice systems, build and operate parks and recreation facilities, oversee elections and maintain records and provide a host of other social and administrative services that indirectly provide support for the local economy. Counties cannot continue to deliver these services without a healthy revenue base; robust economic development efforts are essential to ensuring that a county can operate these vital community services.

This publication intends to spark conversation among county leaders by highlighting eight counties that are applying innovative approaches to bolster economic growth and improve community quality of life. Counties featured in the publication cover a range of geographies, population densities and types of economies. These include counties that are rapidly growing and others that are working to grow and retain populations, and small, medium and large counties in such diverse locations as rural Appalachia, the Upper Midwest and the Pacific Northwest.

From crafting economic visions and supporting new business ventures, to training local workers and assisting entrepreneurs, county leaders and their partners are approaching economic development in compelling new ways. [Read the report here.](#)

This report was developed with support from the [U.S. Department of Housing and Urban Development \(HUD\) Office of Sustainable Communities](#) through a partnership with the [National Association of Development Organizations \(NADO\) Research Foundation](#).

Visit Virginia and LOVEworks



LOVEwork at Kiptopeke State Park, Eastern Shore

LOVEwork Locations



LOVEwork in Scott County

- [Abingdon](#)
- [Heartwood](#), Abingdon
- [Cardinal Point Winery](#), Afton
- [Veritas Vineyards](#), Afton
- [Ashland Train Station](#), Ashland
- [Morais Vineyards](#), Bealeton
- [Blacksburg](#)
- [Wolf Creek Indian Village](#), Bland County
- [Downtown State Street](#), Bristol
- [Buena Vista](#)
- [Kiptopeke State Park](#), Cape Charles
- [Christiansburg](#)
- [Humpback Bridge](#), Covington
- [The Depot](#), Culpeper
- [Emporia](#)
- [Galax](#)
- [Harrisonburg](#)

- [Craddock Terry Hotel](#), Lynchburg
- [Lynchburg](#)
- [Luray Caverns](#), Luray
- [Manassas Museum](#), Manassas
- [Norfolk International Airport](#), Norfolk
- [Purcellville](#)
- [Ma Margaret's House B&B](#), Reedville
- [Maymont](#), Richmond
- [Richmond International Raceway](#), Richmond
- [Plow & Hearth Outlet](#), Rochelle
- [Scott County](#)
- [Spotsylvania](#)
- [Waynesboro](#)
- [Winchester](#)
- [Virginia Welcome Center](#), Fredericksburg
- [Virginia Welcome Center](#), New Kent
- [Virginia Welcome Center](#), Lampsburg

Photos and Information courtesy of www.virginia.org.

Mark Your Calendars

Sign up for the Supervisor Certification Program



Making a Governance Difference: Purpose Driven Policy, Deliberation and Decision Making

Opening Session: Friday, March 14, 2014

Closing Session: Friday, May 9, 2014

Location: Albemarle County (likely)

Cost: \$350 per person

Registration Deadline: February 24, 2014

Funding County Government: The Role of Budgeting

Opening Session: Friday, May 30, 2014

Closing Session: Wednesday, July 30, 2014

Location: Albemarle County (likely)

Cost: \$350 per person

Registration Deadline: May 13, 2014

Inventing Your County's Tomorrow Today: The Role of Community Planning

Opening Session: Friday, September 12, 2014

Closing Session: Saturday, November 8, 2014

Location: Albemarle County (Sept.) and The Homestead (Nov.)

Cost: \$350 per person

Registration Deadline: August 26, 2014



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.

LEAD VIRGINIA accepting applications for class of 2014



LEAD VIRGINIA, a statewide leadership program focused on connecting leaders to shape Virginia's future is accepting applications for its upcoming 2014 class. LEAD VIRGINIA is a non-partisan, nonprofit educational forum established in 2005 and widely recognized for connecting Virginia's proven leaders across the Commonwealth.

Each year LEAD VIRGINIA selects a group of 45-50 senior executives representing business, government, nonprofit and education sectors from throughout the Commonwealth. The annual program allows class members to step outside their professional niche one weekend per month and visit seven diverse regions of Virginia, examining them through curriculum themes of Economy, Education and Health.

Each regional session looks at the pulse of how policy and other external drivers are reverberating statewide and across the regions. Class members have the opportunity to interact through deliberative dialogue, case studies and on-site field studies as they examine common challenges and share potential solutions. Graduates of the program repeatedly endorse the value and insight gained from their LEAD VIRGINIA experience and emphasize the professional relationships built through the program.

For an application, 2014 class schedule or more information about LEAD VIRGINIA, visit www.leadvirginia.org or e-mail Susan Horne, President & CEO at shorne@leadva.org. The deadline for class of 2014 applications is January 15, 2014.

news from our associate members

Dewberry welcomes the marketing expertise of Elizabeth Hensley

[Dewberry](#), a privately held professional services firm, has hired Elizabeth Hensley as the architectural practice's national marketing director in the firm's Fairfax, Virginia, office. In her new role, Hensley will manage all aspects of the architectural practice's marketing strategies, including pre-marketing, proposal, and interview support for all pursuits; training and mentoring marketing staff; and enhancing Dewberry's image and position in the marketplace.

Hensley brings more than 25 years of marketing experience to Dewberry. She has developed and led marketing initiatives ranging from strategic proposals to public relations for a spectrum of practices in the architecture, engineering and construction fields. Prior to joining Dewberry, Hensley was the Southeast regional marketing manager at AECOM, leading 21 marketing specialists to create high-quality, on-time deliverables across many services areas.

Hensley holds a bachelor's degree in mass communication from Virginia Commonwealth University.



The Virginia
NEWS LETTER
The Weldon Cooper Center for Public Service
University of Virginia

Outdoors Recreation in Virginia Today: Trends and Policies

By Terance J. Rephann

Virginians' participation in many outdoor recreation activities has increased in recent years. But a changing demographic, financial and recreation landscape means that the state, its localities and community organizations will have to plan wisely to meet future needs and encourage healthy trends, according to Terance Rephann, an economist in the Center for Economic and Policy Studies at UVA's Weldon Cooper Center for Public Service.

Large gaps persist in outdoor recreation use by black and white Virginians, according to the study. Meanwhile, some activities, such as walking and soccer, have gained in popularity while others such as baseball, hunting and fishing have decreased. Public funding for parks and recreation has fallen in recent years, and the competition for limited resources for open space acquisition, facility maintenance and new construction funds has become fierce.

According to the author, well-known benefits of recreation include improved physical and psychological health through exercise, relaxation, nature appreciation and social bonds, as well as environmental and economic benefits to localities. Outdoor recreation investments will increasingly be seen as tools to help manage growing health care costs and solving health issues, Rephann predicts.

[Click here to see article.](#)



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This email was sent by

The Weldon Cooper Center for Public Service
University of Virginia

2400 Old Ivy Road
Charlottesville, Virginia 22903-4827

The Value of VACo



Virginia Association of Counties Participation and Membership Benefits

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

VACo is rooted from four pillars—advocacy, education, technical assistance and membership services.

VACo's lobbying efforts have helped stem the tide of unfunded mandates and have helped counties save millions of dollars every year. Our educational programs offer county leaders and staff opportunities to become more effective community leaders. VACo's membership services include insurance, deferred compensation, investment programs and much more. Our technical services include legal, financial, programmatic and other matters pertaining to county operations.

To learn more about VACo's Value for your county, [please read this brief summary](#). Thank you for being a member of VACo. Let's continue to work together to help Virginia's counties serve its citizens to the best of their abilities.

[The Value of VACo Summary.](#)

Please contact **Dean Lynch** at dlynch@vaco.org or 804.343.2511 for more information about your membership.



Making a Governance Difference: Purpose Driven Policy, Deliberation and Decision Making

Friday, March 14, Albemarle County (likely) **10 a.m. - 4 p.m.**
Friday, May 9, Albemarle County (likely) **10 a.m. - 4 p.m.**

Cost: \$350 per person, includes books, materials, lunch

This comprehensive program with home study and a follow-up session is open to all County Supervisors. It is one of the five core courses in the Virginia Certified County Supervisor Program, a joint effort of Virginia Tech and the Virginia Association of Counties.

Dr. Mike Chandler, Professor Emeritus at Virginia Tech, and **Dr. Martha Walker**, Extension Community Viability Specialist at Virginia Tech, will serve as class instructors. In addition, practitioners and subject matter experts will be featured. There is an eight-week home study component following the March 14 classroom session all participants are required to complete in advance of the May 9 session.

+++++
REGISTRATION FOR: Making a Governance Difference: Purpose Driven Policy, Deliberation and Decision Making
Fee: \$350. Deadline: February 24. Class size limited to first 20 who register.

Name _____

Home Address _____

Phone # _____ **Fax #** _____ **E-mail** _____

Title or Position _____

Please complete this section if paying with credit card:

Credit Card # _____ **Exp. Date** _____ **Type** _____

Name as it appears on Credit Card _____

Signature Authorizing Payment _____

Meeting Locations: Albemarle County (likely). Class size limited to first 20 who register.

Make checks payable to VACo. Send all registrations to:

Virginia Association of Counties
 1207 E. Main Street, Suite 300
 Richmond, VA 23219

OR FAX this form with credit card information to: 804.788.0083.

Refund Policy—Requests for registration refunds are honored if received by **February 24**; however, substitutions are accepted at any time. For questions about registration, call VACo at 804.788.6652.

Virginia Cooperative Extension programs and employment are open to all, regardless of race, color, national origin, sex, religion, age, disability, political beliefs, sexual orientation, genetic information, marital, family, or veteran status, or any other basis protected by law. An equal opportunity/affirmative action employer. Issued in furtherance of Cooperative Extension work, Virginia Polytechnic Institute and State University, Virginia State University, and the U.S. Department of Agriculture cooperating. Edwin J. Jones, Director, Virginia Cooperative Extension, Virginia Tech, Blacksburg; Jewel E. Hairston, Administrator, 1890 Extension Program, Virginia State, Petersburg.

Employment Opportunities

Employment ads are edited due to space considerations. Visit www.vaco.org to view the full versions. Click on the [County Employment](#) link on the menu bar.

Building Supervisor Technician (HVAC)/ Powhatan County

Department of Public Works. Grade 12. Salary Range: \$39,042- \$48,000. This position is full time, 40 hours per week, and benefit eligible. Duties include supervising building maintenance staff, establishing and ensuring the integrity and validity of a preventative maintenance program, performs and manages preventative maintenance for County HVAC systems. 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 open until filled.

Executive Director/Virginia Association of Community Services Boards

The VACSB represents the 40 Community Services Boards that assure management and provision of community-based behavioral health and developmental services in Virginia's communities. The successful candidate's experience should include public policy advocacy and management, healthcare-related business operations, leadership in managing a professional membership association, and knowledge of behavioral health and developmental services systems. Visit www.vacsb.org to view the full position advertisement.

Director of Planning and Community Development/Prince Edward County

SALARY: DOQ/DOE (+) benefits. Responsible for managing the Planning and Community Development Department which contains two other positions and the building official. Primary duties include land use planning, zoning, code enforcement, community development, erosion and sediment control, and 911 address mapping. Reports to the County Administrator and serves as staff to the Planning Commission and Board of Zoning Appeals. Send resume and 3 references to County Administrator, PO Box 382, Farmville, VA 23901. First review of applications is January 6. Open until filled.

City Attorney/City of Falls Church

The individual selected will be responsible for performing difficult and complex legal tasks for the City. Work is performed under

the supervision of the City Council and governed by the specific provisions of the City Charter. Salary & Benefits: \$140,000 + 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 Division, 300 Park Avenue, Falls Church, VA 22046, or via e-mail at hr@fallschurchva.gov by December 31.

Environmental Planner-Engineer-Scientist (Part-Time)/The Hampton Roads Planning District Commission

Candidates should have background in and knowledge of environmental planning and/or engineering with a focus on stormwater and water quality regulatory programs. Starting salary range – \$20/hour, DOQ. The position is funded for two years. Full description is available at www.hrpdcva.gov. Send résumé & writing sample to Kelli Peterson, Human Resources Administrator, Hampton Roads Planning District Commission, 723 Woodlake Drive, Chesapeake, Virginia 23320 or by e-mail to kpeterson@hrpdcva.gov. Closing date: December 20.

Senior Maintenance Worker/City of Falls Church

The Department of Public Works is recruiting for one full-time Senior Maintenance Worker. The individual selected will work in the Public Works Department for one of two Street Crews. This position is considered emergency service personnel; individual selected is required, as a condition of employment, to be available to respond to emergencies. \$32,361 + depending on qualifications. See www.fallschurchva.gov for additional information. Submit a resume or application to the City of Falls Church, Human Resources Division, 300 Park Avenue, Falls Church, VA 22046, or via e-mail at hr@fallschurchva.gov.

Development Services Inspector-Technician/City of Falls Church

The individual selected will be responsible for enforcing the City's Planning, Zoning Property Maintenance and Building Code Ordinances, investigating complaints and reports of hazardous conditions, preparing and issuing various summons involving enforcement, preparing court papers and testifying as expert witness, assisting the Development Services staff with site inspections and tasks related to plan review, site compliance and inspection of

sites under construction. Salary: \$47,380 +, depending on qualifications. See www.fallschurchva.gov for additional information. Send City application or resume to City of Falls Church, Human Resources Division, 300 Park Ave., Falls Church, VA 22046 or via e-mail at hr@fallschurchva.gov. Applications and resumes received by Friday, December 6 will receive priority consideration.

Business Audit Supervisor/City of Newport News

This position is responsible for performing difficult to complex professional work conducting financial and compliance audit examinations of businesses operating within City limits to ensure proper application and enforcement of City tax ordinances. Supervises Business Auditors and provides leadership and technical expertise for the Business Auditors. Requires any combination of education and experience equivalent to a Bachelor's Degree in Business Management, Finance, Accounting or a related field with course work equivalent to a major concentration in accounting and extensive experience in accounting and/or auditing including some supervisory experience. CPA preferred. Salary: \$53,608 – \$58,968. Open Until Filled. www.nngov.com

HVAC Specialist/Cumberland County

Work includes operation, maintenance & repair of heating, ventilating, refrigeration and A/C systems for County and School facilities. Virginia State Journeyman's Mechanical license and Technician Type II CFC License required with a desire to obtain a Virginia State Master Mechanical license preferred. For detailed job description, call the county administrator's office at 804.492.3800 or e-mail Meghan Allen at mallen@cumberlandcounty.virginia.gov. Submit County application (available on the County website www.cumberlandcounty.virginia.gov), resume and cover letter to County Administrator, P.O. Box 110, Cumberland, VA 23040 or e-mail to vgiles@cumberlandcounty.virginia.gov. The position will remain open until filled.

Director of Finance/Piedmont Regional Jail

The successful candidate will have considerable financial experience in governmental accounting in accordance with

EMPLOYMENT

Continued on page 11

EMPLOYMENT

Continued from page 10

GAAP, budgeting and debt management, financial planning, legal compliance, accounts payable and receivable. An economics or finance major with a focus in Accounting and/or Finance is required. A CPA with 3 to 5 years of experience is preferred. Please submit a state application, and resume with salary requirements to Donald L. Hunter, Superintendent, Piedmont Regional Jail, P.O. Drawer 388, Farmville, Virginia, 23901. This position will remain open until filled.

Assistant Director of Human Resources/ Hanover County

Hanover County is a progressive, growing county with an excellent reputation for being well-managed, as demonstrated through a triple-AAA bond rating and an SPQA Certificate award winner. This position in an integral member of a 7-person, dynamic team of HR professionals and will provide oversight to the department in the absence of the Director. Primary responsibilities include providing consultative assistance to managers on employee relations, ensuring consistent application of policies and employment laws. For more details including the qualifications and to apply, please visit www.hanovercountyjobs.com or call 804.365.6489 (TDD# 365-6140).

Risk Manager/Albemarle County

Responsible for implementing and managing a comprehensive risk and claims management program through proven risk management techniques. Provides oversight of best practices in Risk Management for County and School Division, including public safety administration. Leads the County's efforts to ensure all significant risks that may result in financial loss, property loss, injury, or legal liability are identified and proactively managed through best practices, innovative techniques, exceptional communication, and constant collaboration among management, staff, and our public. HIRING SALARY: \$51,317-\$61,580/Yearly, depending on experience and qualifications. Open Until Filled. Additional information can be found at <http://www.albemarle.org/hr>.

Senior Planner/Albemarle County

(May be filled as Planner) The Senior Planner performs responsible professional work in the handling of a variety of assignments. Performs independent work in the development of analysis and recommendations regarding

current physical, social, economic and capital projects, and allied phases of the Comprehensive Plan for the County. HIRING SALARY (SENIOR PLANNER): \$47,829-\$57,395/Yearly, depending on experience and qualifications. Open Until Filled. Additional information and the Planner Job Description and minimum requirements can be found at www.albemarle.org/hr under Job Descriptions.

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. HIRING SALARY: \$47,829-\$57,395/Yearly, depending on experience and qualifications. Review of Applications will begin immediately with priority review before November 26; however the position will remain open until filled. Additional information can be found at www.albemarle.org/hr.

Senior Planner/City of Falls Church

The City of Falls Church has a challenging and rewarding position for an experienced urban and city planning professional. Responsibilities will focus on current planning and development review involving the processing and approvals of special exceptions, rezoning's, site plans and subdivisions as staff to the planning commission and city council. \$57,333 – \$94,599, 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 Division, 300 Park Avenue, Falls Church, VA 22046, or via e-mail at hr@fallschurchva.gov.

Senior Maintenance Worker-Stormwater Utility Crew/City of Falls Church

The Department of Public Works is recruiting one full-time Senior Maintenance Worker. The individual selected will work in the Public Works Department for a four person Storm Water Utility Crew. SALARY: \$32,361 + depending on qualifications. See www.fallschurchva.gov for additional information. TO APPLY: A City Application may be downloaded at www.fallschurchva.gov. Call (703) 248-5127 to receive application by mail. Send application to: City of Falls Church, Human Resources Division, 300 Park Avenue, Falls Church, VA 22046 or via email at hr@fallschurchva.gov.

fallschurchva.gov. YOU MUST SUBMIT A COPY OF YOUR DRIVING RECORD OBTAINED FROM THE DEPARTMENT OF MOTOR VEHICLES WITH YOUR APPLICATION.

Maintenance Worker-Stormwater Utility Crew/City of Falls Church

The Department of Public Works is recruiting two full-time Maintenance Workers. The selected individuals will work in the Public Works Department for a four person Storm Water Utility Crew. \$29,417 + depending on qualifications. See www.fallschurchva.gov for additional information. TO APPLY: A City Application may be downloaded at www.fallschurchva.gov. Call 703.248.5127 to receive application by mail. Send application to: City of Falls Church, Human Resources Division, 300 Park Avenue, Falls Church, VA 22046 or via e-mail at hr@fallschurchva.gov. YOU MUST SUBMIT A COPY OF YOUR DRIVING RECORD OBTAINED FROM THE DEPARTMENT OF MOTOR VEHICLES WITH YOUR APPLICATION.

Crew Leader-Stormwater Utility Crew/ City of Falls Church

The Public Works Department is recruiting a full-time Crew Leader. The selected individual will work in the Public Works Department as Crew Leader for a four person Storm Water Utility Crew. \$43,075 + depending on qualifications. TO APPLY: A City Application may be downloaded at www.fallschurchva.gov. Call 703.248.5127 to receive an application by mail or pick up an application in the Human Resources Office. Send application to: City of Falls Church, Human Resources Division, 300 Park Avenue, Falls Church, VA 22046 or via email at hr@fallschurchva.gov.

Director of Finance/Sussex County

The County of Sussex, Virginia is seeking a Part Time Director of Finance to serve as its chief accounting and financial officer. The County operates under a six-person Board of Supervisors. The County has a population of approximately 12,000. Salary is negotiable dependent upon qualifications and experience. To apply, submit a letter of interest and detailed resume as well as a Virginia State Application to: Thomas E. Harris, County Administrator, Post Office Box 1397, Sussex, Virginia 23884. Applicants may also submit information electronically to Ms. Deborah A. Davis, Assistant to County Administrator, at ddavis@sussexcountyva.com. Applicant information must be received no later than 2 p.m. December 13.



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

1207 East Main Street
Suite 300
Richmond, VA 23219-3627
Phone: 804.788.6652
Fax: 804.788.0083
www.vaco.org

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804.343.2502