

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

November 18, 2014



VACo
Adopts 2015
Legislative
Program...
Page 2



Visit York
County and
Riverwalk
Landing...
Page 5



Powhatan
County
hires Fire &
EMS Chief...
Page 3



VACo recognizes
graduates of
the Supervisor
Certification
Program... Page 8



VACo Elects Penny Gross President for 2014-2015



The new VACo Executive Committee

Pictured left to right are President-Elect [David V. Hutchins](#), Carroll County; First Vice President [Judy S. Little](#), Surry County; President [Penelope A. Gross](#), Fairfax County; Immediate Past-President [Harrison A. Moody](#), Dinwiddie County; Secretary-Treasurer [Donald L. Hart, Jr.](#), Accomack County; Second Vice President: [Mary W. Biggs](#), Montgomery County.

[Click here to see VACo's new Board of Directors.](#)

The membership of the Virginia Association of Counties elected Fairfax County Supervisor Penelope A. "Penny" Gross as 2014-2015 President during VACo's 80th Annual Conference in Bath County. Gross and other newly elected officers started their terms at the association's Annual Business Meeting on November 11.

Gross succeeds Dinwiddie County Supervisor Harrison A. Moody.

Gross becomes the ninth president from Fairfax County and the second in four years. Fairfax County Supervisor Catherine M. Hudgins was VACo President in 2011-2012.

"I'm excited for the challenge of being VACo President, and I'm humbled by this opportunity," Gross said. "VACo is coming off a successful year of implementing the strategic plan, and I want to continue the progress. I'm also thrilled to lead an organization that promotes the well-being of all counties, and I hope to make a difference in my year as President."

Gross was first elected to the Fairfax County Board of Supervisors in 1995 and was re-elected to her fifth term on November 8, 2011. She currently serves as Vice Chairman of the Board.

"Penny has been a leader locally and in VACo for a long time," VACo Executive Director James D. Campbell said. "Penny is a tireless worker and has a knack for solving problems with fresh and innovative ideas as well as taking practical approaches to issues. VACo is going to grow stronger under Penny Gross. We are fortunate to have her as our President."

On the state and national level, Gross currently is vice-chair of the National Association of Counties' Energy, Environment and Land Use Committee. She completed a one-year term as President of the National Association of Regional Councils Board of Directors in June 2014. Gross was appointed by Governor Mark Warner to the Local Government Advisory Committee (LGAC), which provides policy advice to Chesapeake Bay Executive Council. Gross chaired LGAC from March 2006 until August 2008. She continues to serve after being appointed by Governor Terry McAuliffe.

Prior to her tenure as Supervisor, Gross worked for 20 years as staff in various congressional offices. She served on the Board of the Lincoln Park Civic Association (1985 to 1997), and on the Executive Board of the Mason District Council of Civic Associations (1988 to 1995). She has held numerous offices with PTA, and is an Honorary Life Member of the Virginia State PTA.

Gross was elected to the VACo Board of Directors in 1996 as the Region 8 representative.

"People often ask me where I get my energy," Gross said. "I simply love my job. I love to work, and I get energy from the people I serve. Being out in the community and getting to know the people of Virginia as friends and having them consider me as a friend keeps me going."

Gross was born in Eugene, Oregon, and earned her degree from the University of Oregon. She and her husband Hal have been married for 44 years and have three children.



Ethics commission advances preliminary recommendations

The Commission to Ensure Integrity and Public Confidence in State Government met November 14 and pushed through recommendations that will stiffen Virginia's ethics laws for state legislators and local elected officials.

The commission proposed a flat \$250 limit on any type of gift received by public officials as well as limiting board and commission members from voting on issues directly affecting their interest. The group also recommended forming a bipartisan Ethics Review Commission to oversee and approve gift limits, handle complaints and impose violation penalties.

The 10-member commission, appointed by Governor Terry McAuliffe in September, is co-chaired by former Lieutenant Governor Bill Bolling and former U.S. Representative Rick Boucher. Fairfax County Chair Sharon Bulova also serves on the commission.

VACo sent [a letter](#) to Supervisor Bulova prior to the November 14 meeting outlining county concerns and issues. The commission recognized several of VACo's points during the meeting. [Read the letter](#).

VACo President Penny Gross also appointed a task force to work aggressively to provide recommendations to the commission and to the General Assembly when it convenes in early January.

The commission's recommendations will be presented to the governor by December 1.

VACo Contact: [Dean Lynch](#)

VACo Adopts 2015 Legislative Program

After several months of staff preparations, steering committee meetings and lively floor debate during the association's annual business meeting, VACo adopted its 2015 Legislative Program on November 11.

This year's Legislative Program addresses several new issues not seen in past legislative platforms. For example, VACo's membership expressed support for "common sense efforts to strengthen Virginia's public ethics and conflict of interests laws." In fact, the issue of ethics reform dominated many of the discussions in board and steering committee meetings during the Annual Conference.

Another item that received priority status emphasized the General Assembly's responsibility to "provide full state funding for public education including the Standards of Quality (SOQ) as recommended by (Virginia's) Board of Education." VACo's Educating Funding statement expresses the need for the state to recognize how, in FY 2013, local school divisions cumulatively spent \$3.55 billion above the local effort mandated by the General Assembly in order to meet and exceed SOQ requirements. According to information provided by Jim Regimbal to VACo's Education Steering Committee, the General Assembly in FY 2014 underfunded the SOQ (as recommended by the Board of Education) by \$221.5 million.

During the 2015 legislative session, VACo plans to concentrate many of efforts toward beating back anticipated legislation to eliminate the authority of local governments to impose the Business, Professional and Licensing (BPOL) tax. Protection of county authority to impose local business taxes is another priority plank in VACo's 2015 platform.

The 2015 Program also calls upon the federal government to maintain "federal defense spending," which is necessary to protect the nation's security and support local economic growth. Other issues receiving heightened attention include hydraulic fracking, support for the cultivation of industrial hemp, helpful changes to Virginia's stormwater programs, adequate funding by the state to support constitutional officers, adequate funding to support local jails, funding to support Virginia's transportation system and replenishment of the Water Quality Improvement Fund as a way to assist local government with meeting certain stormwater and other requirements that pertain to water quality.

[VACo's 2015 Legislative Program is available here.](#)

VACo Contact: [Dean Lynch](#)

Powhatan County hires Fire & EMS Chief

Steven A. Singer of Stafford, Virginia will become Powhatan County's Fire & EMS Chief on December 1. Singer was chosen from an impressive group of more than 20 highly qualified applicants. Singer currently serves as Battalion Training Officer for the Fairfax County Fire and Rescue Department and Battalion Chief for the Stafford Volunteer Fire Department.

Singer has been actively involved in volunteer fire service in Virginia for over 32 years, including with the City of Manassas Park, Prince William County, Loudoun County and, for the last 20 years, with Stafford Volunteer Fire Department. Singer previously worked for Fairfax County Police Department in the Public Safety Communication Center. He has experience coordinating radio, cellular and landline communications between federal, state and local emergency resources including in the incident command post at the Pentagon on 9/11 and with the "Beltway Sniper" incident in 2002.

Singer holds a Bachelor of Science degree in Health Sciences/Emergency Services Supervision from George Washington University and an Associate of Applied Science degree in Fire Science Administration from Northern Virginia Community College. Singer is also a graduate of the prestigious Executive Fire Officer Program instructed by the National Fire Academy in Emmitsburg, Maryland. Singer holds numerous Fire and EMS licenses and certifications including National Registry Paramedic, Fire Officer IV, Fire Instructor II and Hazardous Materials Incident Commander.

The Fire & EMS Chief position is responsible for the County's fire, rescue, emergency medical services and emergency management functions. County Administrator Patricia A. "Pat" Weiler stated that Chief Singer brings to the County extensive knowledge and experience in all these areas. "The County will also benefit from his knowledge in radio and communication systems as we look to replace the public safety radio system. We are very excited to have Chief Singer join our team."

Singer stated that he looks forward to working with the volunteers and citizens of Powhatan County to improve their emergency services. "I could not be more honored or humbled by being selected for the position of Fire & EMS Chief."



Loudoun Animal Control Officer joins Virginia Animal Control Association Board

Loudoun County Animal Control Officer Virginia Newsome has been selected as a member of the Board of the Virginia Animal Control Association (VACA), representing the Northern Virginia region. VACA plays an important role in advancing the field of animal control statewide.

Members of the VACA Board serve as advisors who oversee the activities of the association. They are responsible for the training and education of Virginia's Animal Control Officers as well as determining the group's mission and purpose, providing strategic plans and visions, allocating adequate resources, enhancing VACA's public image and more.

"I am honored to be selected to join the VACA Board," said Newsome. "I'm eager to get to know other Animal Control Officers in the region and help in addressing animal control-related issues in their communities as well as in Loudoun."

The Loudoun County Department of Animal Services is located at 39820 Charles Town Pike, Waterford.

More information about the department as well as directions to the Animal Shelter can be found at www.loudoun.gov/animals.



Loudoun County Animal Control Officer Virginia Newsome has been selected to join the Virginia Animal Control Association's Board. (Photo courtesy of Loudoun County)

Federal Regulation of Jail Phone Rates Proposed

Comments Sought on Issue with \$13.5 million impact on Virginia's Jails

By Erik Johnston
ejohnston@vaco.org

On October 22, the Federal Communications Commission (FCC) released a **Further Notice of Proposed Rulemaking (FNPRM)** on regulation of inmate phone call rates. The proposed rulemaking as drafted could eventually eliminate \$13.5 million in revenue for jails in Virginia.

Last year, the FCC took action that capped rates for interstate inmate calling systems (ICS). This action aimed to lower calling rates for prison inmates that make interstate calls. The new proposed rule, released on October 22, seeks similar restrictions on intrastate calling (within a state) for prisons and jails.

The new proposed rule also seeks to eliminate site commission payments from inmate calling system contracts. Many county and regional jails receive site commission payments from providers, typically negotiated through contract.

In Virginia, the total revenue from these contracts is \$13.5 million annually and is often used to provide additional direct inmate services.

The VACo Board of Directors considered the impacts of this potential change at their August 15, 2014 meeting and adopted a position opposing federal regulation of inmate intrastate call rates. VACo sent a letter to the FCC outlining VACo's concerns regarding a one-size-fits all federal policy in this complex policy area. One major concern is that revenue from inmate calling system contracts offsets the costs to jails of providing this service. In many local and regional jails, the revenue is also used to provide additional direct services for inmates.

The FCC's rulemaking acknowledges VACo's letter and the point that eliminating site commissions would directly affect jail revenues and could lead to a reduction in services provided to inmates by facilities. The FCC seeks comment on these impacts directly from local governments and jails

related to this and other issues including:

- Whether facilities (e.g. jails) incur costs in the provision of inmate calling services;
- How facilities should recover these costs;
- Whether the FCC should establish permanent rate caps for intrastate and interstate calls;
- Whether the FCC should limit ancillary charges;
- Whether the FCC should prohibit site commission payments; and
- Appropriate transition periods to enable facilities time to adjust.

Counties that wish to comment should reference docket number: 12-375. Comments can be uploaded to the FCC's electronic comment filing system, which can be found [here](#).

Comments are due 45 days after publication in the Federal Register, which has not yet occurred.

VACo Recognizes Winners of Go Green Program



The Virginia Association of Counties (VACo) is pleased to announce the recipients of the 2014 Go Green Awards, a program designed to encourage implementation of specific environmental policies and practical actions that reduce emissions and save local governments money.

The winning counties are:

- Albemarle County
- Arlington County
- Chesterfield County
- York County

This is the sixth year VACo has participated in the program, which was started in 2007 and called "Go Green Virginia."

The program is generously supported and sponsored by Moseley Architects and Trane.

"The winning counties represent a growing group of localities that believe in taking innovative steps to reduce energy usage and promote sustainability," VACo Executive Director James D. Campbell said. "We are proud to be a part of this exciting program."

Visit www.GoGreenVA.org for more information.

Visit York County and Riverwalk Landing



Riverwalk Landing, a beautiful waterfront venue designed in the spirit of colonial architecture reflected in the town's historic buildings, offers a variety of shops, riverfront dining and outdoor experiences that provide a day-long or weekend excursion.

Riverwalk Landing links the Yorktown Victory Center and Yorktown Battlefield in a one-mile pedestrian walkway on the York River. Park your car in the free parking terrace or dock your boat at the pier. Specialty shops offer patriotic items, home decor, jewelry, clothing, books, art, wine and more.

Dine at unique restaurants, many on the waterfront serving seafood and other fine cuisine. Stop by Water Street Grille and enjoy artisan pizzas, microbrews and live entertainment on Friday and Saturday evenings. Or grab an ice cream cone at Ben & Jerry's as you stroll by the river or sit on the beach. Arrange to rent a bike and enjoy riding around the Yorktown National Battlefield, the village or up the Colonial Parkway. Enjoy guided Segway adventure tours of the village.

Enjoy the water with a sunset sail or a pirate adventure cruise for the family on the Schooners Alliance and Serenity, rent a kayak or paddleboard, or make your own fun on the beach.

Benches line the walk offering visitors the chance to sit and admire the natural beauty of the York River.

The waterfront features a performance area, an inviting beach and two floating piers to support larger vessels such as visiting tall ships and another for smaller personal watercraft such as day-trippers. A free trolley runs daily spring through fall offering many stops throughout town.

On many weekends throughout the year, visitors can enjoy live entertainment at Riverwalk Landing. It's not unusual to see strolling performers or hear beach music one day and then find yourself listening to Dixieland the next. Of course, holiday weeks are special occasions here at river's edge with a list of performers to get your toes tappin' and keep you coming back for more.

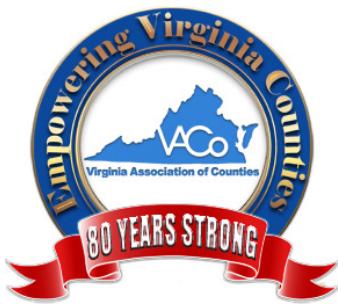
Whether it's a day of relaxation or a day of fun, it's here at Riverwalk Landing. Enjoy this experience, *just a short drive from Williamsburg.*

More information can be found at www.visityorktown.org or at <https://www.facebook.com/pages/Riverwalk-Landing-in-Historic-Yorktown/135602363108>.



Mark Your Calendars

2014 Annual Conference



Thank you to the many members, their guests, session speakers, exhibitors and sponsors for attending the VACo 80th Annual Conference. Thank you to the Conference Planning Committee for their guidance on how to organize the conference sessions and their suggestions for breakout sessions and general session speakers. If you are interested in being part of the conference planning process, join the 2015 Conference Planning Committee by filling out and submitting your completed Committee Interest Form by December 15 to Vicky Steinruck at vsteinruck@vaco.org or by fax to 804.788.0083. The VACo Committee Interest Form can be found in your conference bag materials or on our [website](#).

We are currently in the process of tallying the wealth of evaluations received at the conference. Thank you to all who submitted feedback on the breakout session topics and speakers, as well as the overall conference evaluation. Your responses help us to choose breakout session topics for future annual conferences, as well as seminars, webinars and summits held throughout the year. If you have not submitted your evaluation, please send it to Amy Elizabeth Vealey at avealey@vaco.org or by fax to 804.788.0083.

VACo Contact: [Amy Elizabeth Vealey](mailto:amy.elizabeth.vealey@vaco.org)

VACo County Government Day 2015



Join us
February
5

The Virginia Association of Counties invites county officials to VACo County Government Day on February 5 at the Richmond Marriott.

VACo staff will report on legislation affecting local governments, then county officials are encouraged to go to the Capitol to participate in committee meetings and lobby state legislators. In the evening, county officials are strongly encouraged to invite their state legislators to dinner.

- | | |
|------------------|---|
| 9 a.m. | VACo Board of Directors' meeting |
| 11 a.m. | Registration |
| Noon | Keynote Speaker VACo staff legislative briefings (box lunch provided) |
| Afternoon | Visit Capitol and lobby legislators |
| Evening | Make plans to take your state legislators to dinner |

[Click for registration form.](#)

Key 2015 dates for VACo members



VACo Executive Committee
January 7 | VACo Headquarters

General Assembly Convenes
January 14 | Richmond

Rural Caucus Reception and Dinner
February 4 | [Richmond Marriott](#) | [Registration Form](#)

VACo Board of Directors Meeting
February 5 | [Richmond Marriott](#)

VACo County Government Day at the General Assembly
February 5 | [Richmond Marriott](#) | [Registration Form](#)

Chairperson's Institute
February 5-7 | [Richmond Marriott](#) | [Registration Form](#)

Certified County Supervisors Program
March 13 and May 1 | Albemarle County

NACo Legislative Conference
February 21-25 | Marriott Wardman Park Hotel, Washington, D.C.

VACo Board of Directors Meeting
May 2 | Fairfax County

Certified County Supervisors Program
May 22 and July 17 | Albemarle County

NACo 2014 Annual Conference & Exposition
July 10-13 | Charlotte, North Carolina

VACo County Officials Summit
August | [Richmond Marriott](#)

VACo Board of Directors Meeting
August | TBA

Certified County Supervisors Program
September 11 and November 7 | Albemarle County and [The Omni Homestead Resort](#)

VACo 81st Annual Conference
November 8-10 | [The Omni Homestead Resort](#)

2014 Annual Conference Exhibit Hall and Sponsors



Datawiz is this year's winner of the free exhibit booth for 2015.

Pictured are Waseem Haider, president, and Betty Jolly.

Congratulations to Datawiz!

The exhibit hall was a great success again this year, and it was completely sold out. Thank you to all county board members and staff who took the time to walk through the exhibit hall. The companies and organizations that participate in our conference are uniquely qualified to address the needs of local government and have the expertise and experience you seek. If you saw a booth that interested you but didn't get the name or contact person, e-mail Carol Cameron at ccameron@vaco.org, and she'll help you track it down.

The winner of the drawing for a free exhibit booth in 2015 is **Datawiz Corporation**. Congratulations!

Thanks again to all of our sponsors, without whom our conference would not be possible:

PLATINUM	Sunday Evening Opening Reception	Dominion Resources
PLATINUM	Monday Deli Luncheon	SunTrust Bank
PLATINUM	President's Reception	Robinson, Farmer, Cox Associates
PLATINUM	Sunday Banquet Wine Sponsorship [two bottles white, two bottles red at each banquet table]	Sands Anderson, P. C.
GOLD	Sunday afternoon football & refreshments	Triad Technology Partners, LLC
GOLD	Conference Tote Bags	Moseley Architects
GOLD	Nametag lanyards	Aetna
SILVER	Monday morning break	Virginia Economic Development Partnership
SILVER	Tuesday morning break	Nationwide Retirement Solutions
SILVER	Cyber Lounge Charging Station	All Points Broadband
Additional Sponsorship Provided By	Wi-Fi Access in the Exhibit Hall	NRTC (National Rural Telecommunications Cooperative)

VACo recognizes graduates of the Supervisor Certification Program

The Virginia Cooperative Extension and the Virginia Association of Counties recognized the ninth class of the County Supervisor Certification Program on November 9 during the VACo Annual Conference in Bath County.

The County Supervisor Certification Program is a partnership between Virginia Cooperative Extension, Virginia Tech and VACo that provides training to enhance the leadership and decision-making skills of county supervisors in the Commonwealth.

This year's five graduates of the 18-month certification program are:

- **Jason Daniel Bellows**, Lancaster County
- **Alexa Fritz**, Culpeper County
- **Roger T. Hayden**, Patrick County
- **H.A. "Andy" McCready**, Pulaski County
- **Charles A. Stacy**, Tazewell County

The County Supervisor Certification Program was created to provide VACo members more in-depth knowledge about government operations.

"Congratulations to our five newest graduates on completing this challenging and rewarding VACo Educational Program," said James D. Campbell, VACo Executive Director. "With five more graduates, we now have 50 who have completed the certification program since its first class in 2006. VACo has emphasized quality educational opportunities over the past few years, and the County Supervisor Certification Program continues to be one of our best offerings."

Virginia Cooperative Extension partners with Virginia Tech and VACo to develop and deliver the program. "This program is a great example of Virginia Cooperative Extension growing its partnership with an organization to strengthen the impact of our community viability efforts and to collaborate with other agencies to provide leadership education," said Dr. Michael Chandler, Professor Emeritus at Virginia Tech and one the program's instructor along with Dr. Martha Walker, Extension Viability Specialist.

The County Supervisor Certification Program provides an overview of the basic issues, expectations and practices associated with serving as a county supervisor as well as detailed information about local government. Each participant completes five core courses featuring both classroom instruction and self-directed learning on leadership development, duties and responsibilities of public officials, community planning, local government finance and collaborative governance.

For more information about the County Supervisor Certification Program, contact Phyllis Errico, General Counsel, at perrico@vaco.org or 804.343.2509.



Graduation day for five supervisors. Pictured left to right are Dr. Martha Walker, Program Instructor; Roger T. Hayden, Patrick County; Jason Daniel Bellows, Lancaster County; Alexa Fritz, Culpeper County; H.A. "Andy" McCready, Pulaski County; Charles A. Stacy, Tazewell County; Dr. Mike Chandler, Program Instructor.

VACo Committee Interest Form

VACo seeks county supervisors and executive staff interested in serving on steering and operational committees. The steering committees consider proposals from member counties for inclusion in VACo's legislative program.

They also provide direction to the VACo staff on policy issues arising from legislative and state agency studies. Steering committee members from VACo's 13 regions are selected to serve.

The operational and ad-hoc committees are responsible for helping direct the staff in the activities, programs and functions of VACo.

County officials who serve on committees need to submit a registration form by December 31 to be reappointed to a committee in 2015.

[Click for registration form.](#)

VACo Committee Interest Form

VACo Steering Committees 2015

Attendance will be expected of committee members at the VACo Annual Meeting, and other committee meetings during the year. VACo asks that committee members or the counties they represent assume responsibility for travel arrangements and costs associated with attending committee meetings. Appointments are made each year by the president of VACo. If you are interested in being considered for an appointment, complete this form and return it by December 31, 2014 to VACo, Attention: **Vicky Steinruck**, 1207 East Main Street, Suite 300, Richmond, VA 23219-3027, fax 804.780.0005, or scan and e-mail to vsteinruck@vaco.org.

County officials who serve on committees need to submit this form by December 31 to be reappointed to a committee in 2015.

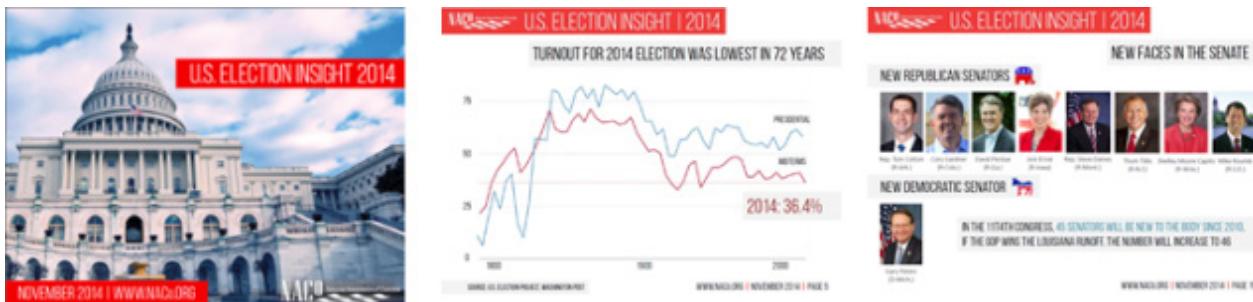
name _____
title _____ county _____
address _____
phone _____ e-mail _____

STEERING COMMITTEES OPERATIONAL COMMITTEES

- | | |
|--|--|
| <input type="checkbox"/> Economic Development and Planning | <input type="checkbox"/> Budget and Finance |
| <input type="checkbox"/> Education | <input type="checkbox"/> Conference Planning |
| <input type="checkbox"/> Environment and Agriculture | <input type="checkbox"/> Nominating |
| <input type="checkbox"/> Finance | <input type="checkbox"/> Transportation |
| <input type="checkbox"/> General Government | |
| <input type="checkbox"/> Health and Human Resources | |
| <input type="checkbox"/> Transportation | |

NACo releases 2014 U.S. election insight analysis

Details How the Election Could Impact County Priorities



Click [here](#) or on images above to view the presentation

The 2014 midterm elections have shifted the political balance in Washington, and despite a handful of unresolved races still pending, Republicans are poised to control both chambers of Congress in 2015. NACo has broken down the election results and provided [analysis](#) to prepare county officials for the lame duck period and beyond.

In the coming weeks, Congress could tackle a number of issues that would impact counties including FY 2015 appropriations, Marketplace Fairness Act and the Internet Tax Freedom Act, tax extenders and funding for the Payment in Lieu of Taxes (PILT) and Secure Rural Schools (SRS) programs.

Also learn how the new Congress could address important issues like tax and entitlement reform, transportation funding and reauthorization and regulatory issues including the "Waters of the U.S." proposed rule.

The NACo Analysis Examines:

- How County Federal Legislative and Policy Priorities Could be Impacted by the Elections
- U.S. Senate Elections
- U.S. House of Representatives Elections
- Gubernatorial Elections
- State Legislature Races and State Ballot Initiatives
- Former County Officials in the 114th Congress

If you have any questions, please contact Deborah Cox at 202.942.4286 or dcox@naco.org

Did you miss a concurrent session at the annual conference?

VACo has posted some presentations on www.vaco.org.

Check it out.

<http://bit.ly/1xQvfPc>



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.

HUMAN RESOURCES MANAGER | Rockbridge County

We seek a professional with demonstrated, progressively responsible experience in the areas of benefits administration, employee recruitment process, records management, leave tracking and overall human resources principles and practices. Excellent benefits package including state retirement. Starting salary is to the mid \$40s, DOQ. Visit www.co.rockbridge.va.us/jobs.aspx for application and full job description. Complete position description and application may be accessed at www.co.rockbridge.va.us/jobs.aspx. Application, cover letter and resume can be emailed to brandy_whitten@co.rockbridge.va.us (please reference HR Manager in the subject line) or mailed to: Rockbridge County Administrator, 150 S. Main St., Lexington, VA 24450. Preference given to applications received by December 5. Open until filled.

CHIEF OF FINANCIAL MANAGEMENT | Albemarle County

The Chief of Financial Management oversees the financial operations in compliance with state and federal laws and in accordance with Generally Accepted Accounting Principles (GAAP) and Governmental Accounting Standards Board (GASB). Performs complex, professional and administrative work in the planning, organizing and directing the financial activities of the County. Oversees the County's accounting, payroll, purchasing, financial reporting, treasury management, as well as fixed assets systems. SALARY: Hiring Range: \$72,958 - \$119,090 | annual equivalent based on experience and education| Internal candidates will receive pay adjustments in accordance with Local Government Personnel Policy, §P-60. DEADLINE FOR APPLICATIONS: January 5.

FINANCE OFFICER | Pender County, NC

Pender County, a progressive, stable and fast-growing County located in the southeastern section of North Carolina is looking for its next financial professional. The County covers 933 square miles and has a population of 54,000. We are seeking a Finance Officer to perform administrative, fiscal control and required record keeping for the financial activities of a growing coastal county government. The FY 14-15

general fund budget is \$54 million and the total budget is \$92 million, supporting 380 full-time employees. The salary for the position is negotiable within a range of \$64,667 - \$103,468 based on the candidate's qualification and experience. Position is open until January 31, 2015 or until filled. Please submit a letter of interest, detailed resume, and completed Pender County application to Denise Mulhollen, Human Resources Director, P.O. Box 5, Burgaw, NC 28425. A Pender County application can be obtained or submitted online at www.pendercountync.gov.

DIRECTOR OF FINANCE | Town of South Boston

The Town has an annual operating budget of nearly \$9.2 million with 75 full-time employees and 15 part-time employees. The Finance Department has a staff of 3 full-time employees consisting of an Accountant, Accounts Payable Specialist, and Senior Cashier. The salary for the position is negotiable within the established range of \$54,300 - \$94,000 depending on the candidates experience and qualifications. The Town offers an excellent and competitive benefits package. A complete job description and Town Application for Employment Form can be found on the Town web site at www.southboston.com. Please submit a completed application, cover letter and resume including five (5) work related references to Timothy L. Wilson, Town Manager, 455 Ferry Street, South Boston, VA 24592. Review of applications for selection of candidates for interview and hiring will begin December 8. This position will remain open until filled.

COMMUNITY DEVELOPMENT PROGRAM MANAGER | Department of Housing and Community Development

HIRING RANGE: Negotiable up to \$70,000. The Virginia Department of Housing and Community Development seeks an energetic and experienced Program Manager to join the Community Revitalization Team to manage asset- and entrepreneurial-based community economic development assistance to Virginia's communities and regions using a combination of economic restructuring, regional development, micro entrepreneurship /micro-finance, downtown revitalization and building re-use strategies. TO BE CONSIDERED FOR THIS POSITION, YOU MUST COMPLETE A STATE APPLICATION THROUGH THE ONLINE EMPLOYMENT SYSTEM <https://jobs.agencies.virginia.gov> BY MONDAY, DECEMBER 1, 5 p.m. For additional information please contact our Human Resource Office, at 804.371.7000.

ASSISTANT COUNTY ATTORNEY I | Henrico County

The Henrico County Attorney's Office seeks to hire a full-time attorney with a strong academic background and excellent research and writing skills to assist in providing a full range of legal services to County agencies, boards and officials. Applicants must have a Juris Doctor degree and must be a member in good standing of the Virginia State Bar at the time of application. The pay range for this entry-level position is \$62,616-\$112,517. The starting salary will depend on the qualifications of the successful applicant and is expected to be at the low end of the pay range. Deadline for completion of an online Henrico County application form is December 1. Applications will be accepted only via Henrico County's online job site at www.henricojobs.com.

ORGANIZATIONAL MANAGEMENT/H.R. ASSOCIATE ANALYST MANAGEMENT CONSULTING SERVICES | Springsted Incorporated

Springsted Incorporated is seeking a skilled professional to join its Management Consulting Services Team as an Associate Analyst in our Richmond, VA office. This is a production-oriented position that conducts research, performs analytical work, and provides support to consultants engaged in executive search, pay and classification studies, organizational management studies and other organizational management and human resources projects for local units of government. If you are interested in this opportunity, please submit your cover letter and resume immediately to: John A. Anzivino, Senior Vice President, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228.

RichmondConsultant@Springsted.com

COMPTROLLER - FINANCE DEPARTMENT | City of Charlottesville

CLOSING DATE: Continuous. Hiring Salary Range is \$58,760 to \$99,216 annually. Reasonable relocation allowance negotiable. This position manages the Finance Departments Accounts Receivable/ Accounts Payable, Accountant, and Payroll

EMPLOYMENT

Continued on page 11

EMPLOYMENT

Continued from page 10

divisions. This position manages the City's annual audit, prepares the end of year financial report, and approves quarterly grant financial reports and drawdowns. Plans, organizes, implements, and directs the financial and accounting activities of the City of Charlottesville. Reports to the Director of Finance and/or the Assistant Director of Finance. To view complete job posting, qualifications, and to apply, please visit www.charlottesville.org/jobs.

EROSION AND SEDIMENT CONTROL (ESC) ADMINISTRATOR | Botetourt County

This is a full-time position with an excellent benefits package. Position requires knowledge of the principles and practices of civil engineering as related to erosion and sediment control and storm water management as well as the preparation of plans and specifications for the same and of the County's Erosion and Sediment Control Ordinance and other related codes. Starting salary \$32,772 to \$42,000, DOQ. Position remains open until filled. A completed application form is required to be considered for the position. Go to http://www.botetourtva.gov/employment/county_jobs.php for application and detailed job description.

BUILDING INSPECTOR | Botetourt County

This is a full-time position with an excellent benefits package. Position requires knowledge of building construction materials and practices and methods of design and of County and related codes and ordinances pertaining to building construction, alteration, and repair. Starting salary \$31,498 to \$35,000, DOQ. Position remains open until filled. A completed application form is required to be considered for the position. Go to http://www.botetourtva.gov/employment/county_jobs.php for application and detailed job description.

PROPERTY CODE INSPECTOR | City of Manassas

Hiring Range: \$43,700 - 56,825. Community Development Department. Conduct routine to complex inspections of residential and commercial building construction and renovations for compliance with applicable Virginia Maintenance Code and the City of Manassas Zoning Code. The successful incumbent will be able to inspect properties for potential code violations and issue correct notices to property owners

accordingly. Respond to complaints of City code violations and investigate possible infractions. To apply, complete the City application at <http://www.manassascity.org/hr/jobs>. This position is open until filled.

FT PLANNER I/II | James City County

F/T Planner I/II. \$37,769 or higher, DOQ; Development Management Department seeking a responsible individual to perform experienced work in the award winning Planning Division. Duties include participating in the development of projects, policies, and recommendations concerning the development of the County; responding to citizen, applicant, developer, and media inquiries related to planning matters related to the Comprehensive Plan, ordinances, and development cases. Accepting applications until midnight on November 26. To be considered for this position, a James City County online application must be completed. Please visit: <https://jobs.jamescitycountyva.gov>.

TRANSPORTATION PLANNER/ENGINEER | Hampton Roads Transportation Planning Organization

Starting salary \$41,000-\$49,000, DOE/DOQ. The Hampton Roads Transportation Planning Organization (HRTPO) is seeking a Transportation Planner/Engineer to perform routine professional work in handling a variety of assignments in the areas of transportation planning in a regional planning office. Position description can be found at <http://hrtpo.org/page/employment>. Qualified applicants must be a U.S. citizen or a permanent resident. Send cover letter and résumé to Kelli Arledge, Human Resources Administrator, Hampton Roads Planning District Commission, 723 Woodlake Drive, Chesapeake, Virginia 23320, or via email to karledge@hrpdcva.gov. CLOSING DATE: December 5.

TOWN MANAGER | Town of Warrenton

The Town Manager is responsible for the daily administrative oversight of the Town government, as well as budget preparation and policy implementation. The Town's current budget totals \$18 million with a staff of 94 full-time employees. Salary is dependent upon qualifications. Qualified applicants should submit a cover letter, comprehensive resume, five professional references, and salary history to: Interim Town Manager, c/o Director of Human Resources, P.O. Drawer 341, Warrenton, VA 20188 or via email to smiller@warrentonva.gov. Applicants selected for interview by the

Town Council will be subject to a criminal background/credit/employment history check prior to the interview. Open until filled.

BUILDING COMMISSIONER | Roanoke County

Located in the heart of the Blue Ridge Mountains, Roanoke County is seeking a Building Commissioner to perform professional, administrative and technical work requiring a high degree of knowledge and responsibility. The employee in this position will oversee the administration of the Virginia Uniform Statewide Building Code, as adopted by the County of Roanoke, Virginia; and interpret the rules and regulations of the Building Code in the interest of public health, safety, and general welfare. Closing Date: December 21 SALARY RANGE: \$58,630 - \$92,988 DOQ/DOE. Online Roanoke County application required. Submit resume and online application at www.roanokecountyva.gov.

ECONOMIC DEVELOPMENT DIRECTOR | City of Winchester

This position will serve as a liaison with other City departments as well as outside agencies and must be skilled in collaboration and resolving conflict. This position reports directly to the City Manager and serves as the Executive Director of the Economic Development Authority. The annual salary range for this exciting opportunity is from \$75,940 to \$121,492, depending on qualifications. Information contained in this posting is representative only. For a listing of all formal job duties, responsibilities, and requirements, please refer to the official job description for this position posted online at www.winchesterva.gov/employment.

ASSISTANT DIRECTOR OF HUMAN SERVICES | City of Norfolk

The Norfolk Department of Human Services (NDHS) is seeking an innovative, inspiring and collaborative leader with strong commitment to the human services profession and citizens for its Assistant Director position. Starting salary is, \$79,375 - \$129,500 annually, depending on qualifications and experience. Excellent benefits. All qualified candidates are encouraged to apply (2nd review begins on November 19 - position open until filled). For detailed position requirements please visit our website at www.norfolk.gov/jobs.

EMPLOYMENT

Continued on page 12

EMPLOYMENT

Continued from page 11

COUNTY ADMINISTRATOR | King William County

King William County, Virginia, home to 16,097 residents, seeks to appoint a County Administrator to serve at the pleasure of a five-member Board of Supervisors. Strategically located on the Middle Peninsula of Virginia, King William County employs 102 full-time government employees and currently operates within a \$63 million dollar budget. Additional information about the position and the King William community can be found by accessing the "County Administrator Job Opportunity" link from the King William County website at: <http://kingwilliamcounty.us/countyclerkrecruitment>. The salary range established for this position is \$100,000 to \$115,000. County residency is required within a mutually agreeable time. Qualified interested applicants should submit a cover letter and resume including three professional references by email to whmwhitley@gmail.com or by mail to William H. Whitley, 268 Heron Point Road, Cardinal, Va. 23025, by Friday, December 12. Electronic responses are preferred.

DIRECTOR OF ECONOMIC DEVELOPMENT | Gloucester County

SALARY: \$5,880.83 - \$9,409.33 Monthly
| \$70,570.00 - \$112,912.00 Annually.
CLOSING DATE: November 30.
Gloucester County is seeking applicants for the Director of Economic Development position. Under general direction the position performs responsible administrative work in planning, directing, and coordinating economic development programs within the County through the expansion of existing businesses and industries and the establishment of new business and industries. Employee must exercise considerable initiative and independent judgment in developing marketing strategies and associated materials. A cover letter and resume must be submitted with the on-line application. For a complete job description and to apply online, visit our website www.glocestervacounty.org.

ECONOMIC DEVELOPMENT DIRECTOR | Albemarle County

The incumbent is a Department Head and performs difficult and complex tasks to ensure the effective operation of the County's long-term economic development strategy. Provides leadership, coordination

and supervision of the Economic Development Program. Performs complex executive management and professional level work to foster and encourage responsible economic development activities that enhance the County's competitive position and result in quality job creation and career employment opportunities, increased tax base, and an improved quality of life for all citizens while respecting Albemarle County's natural resources and unique character. PAYGRADE: 23, Benefits-eligible, VRS-eligible. FLSA STATUS: Exempt. HIRING SALARY RANGE: \$78,276 - \$103,025/Per Year, depending on experience and qualifications. DEADLINE FOR APPLICATIONS: Monday, November 24, 5 p.m. For additional information visit: Albemarle County Human Resources at <http://www.albemarle.org/hr>.

EXECUTIVE DIRECTOR | HRPDC/HRTPO

Hampton Roads Planning District Commission and Hampton Roads Transportation Planning Organization seeks a dynamic individual to serve as Executive Director to lead the agency in expanding discussion and effecting increased regional cooperation and policy development in a number of areas including land use, transportation and environmental planning. The HRPDC/HRTPO area, consisting of seventeen (17) member local governments is located in Southeastern Virginia, has a population of about 1.7 million people and is the sixth largest metropolitan area in the Southeastern United States. The salary for the position is negotiable based upon qualifications and experience. Relocation allowance provided. The application deadline is November 26. To be considered please submit a cover letter, résumé and salary history along with at least five (5) professional references to: John A. Anzivino, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228. Fax: 804.726.9752. E-Mail: richmond@springsted.com.

DEPUTY COUNTY MANAGER | Wake County, N.C.

The Deputy County Manager assists the County Manager in the leadership, direction and coordination of Wake County Government, ensuring that all directives, decisions, policies, resolutions, ordinances and regulations issued by the Board of County Commissioners and the County Manager are implemented. TO APPLY PLEASE VISIT OUR CAREER SITE: <http://www.wakegov.com/employment>, include resume when applying. Open until filled. First review of applications on

November 25. <http://www.wakegov.com/employment/deputymanager>. Wake County Government offers a competitive salary and benefits package. Salary range is \$106,600 - \$181,400, hiring salary is dependent on qualifications.

ASSOCIATE DIRECTOR | Joint Industrial Development Authority of Wythe County

Applications will be received by the Human Resource Manager of the Town of Wytheville for the full-time position of Associate Director of the Joint Industrial Development Authority of Wythe County. Salary will be based on experience and qualifications. Excellent benefits package including health insurance and VRS Retirement. Application package and complete job description are available from the Human Resource Department at the Town Office, 150 East Monroe Street, between the hours of 8 a.m. and 5 p.m. weekdays or on the Town's website at www.wytheville.org. Applications will be received until position is filled. EOE

SENIOR PLANNER | Richmond Regional Planning District Commission

This position requires a broad based transportation planning background with knowledge in the areas of freight and multimodal planning and MPO transportation processes and requirements. Position requires strong communication, GIS and data analysis skills. Starting salary \$47,000. Interested candidates should submit a completed employment application (available at www.richmondregional.org), cover letter, and resume to Executive Secretary, RRPDC, 9211 Forest Hill Avenue, Suite 200, Richmond, VA 23235; or by email: jfry@richmondregional.org. Position open until filled.

FT WEB INTERACTION DESIGNER | James City County

\$54,287 or higher, DOQ + Benefits; Information Resources Management Division is seeking a responsible individual to design, build and maintain internet and intranet web sites, and applications utilizing User Interface (UI) and User Experience (UX) principles. Candidate must have the ability to use Adobe Creative Suite applications (Dreamweaver, Photoshop, Flash and Illustrator) for day to day operations. Accepting applications until position is filled. To be considered for this position, a James City County online application must be completed. Please visit: <https://jobs.jamescitycountyva.gov/applications/externalapplicants/login/default.aspx>.



Executive Committee

President: Penelope A. Gross, Fairfax County
President-Elect: David V. Hutchins, Carroll County
1st Vice President: Judy S. Lyttle, Surry County
2nd Vice President: Mary W. Biggs, Montgomery County
Secretary Treasurer: Donald L. Hart, Jr., Accomack County
Immediate Past President: Harrison A. Moody, Dinwiddie County

Staff

Executive Director: James D. Campbell, CAE
Deputy Executive Director: Dean A. Lynch, CAE
General Counsel: Phyllis A. Errico, Esq., CAE
Director of Administration: Vicki D. Steinruck, CPA
Director of Communications: Gage Harter
Director of Government Affairs: Erik C. Johnston
Director of Intergovernmental Affairs: Beau Blevins
Director of Member Services: Carol I. Cameron
Director of Policy Development: Larry J. Land, CAE
Director of Technical Services: John N. Kandris, A+, ACT, CCA
Operations and Support Coordinator: Amy Elizabeth Vealey
VACo Risk Management Programs: Chris Carey, Administrator, 888.822.6772

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

County Connections is a semimonthly publication.

Editor: Gage Harter
804.343.2502