

# COUNTY CONNECTIONS

The Newsletter of the  
Virginia Association of Counties

February 1, 2014



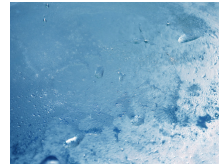
General Assembly  
to hear retirement  
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## Standard & Poor's gives VIP program an AA/S1 rating



A Virginia-focused investment program for managing local government funds was recently assigned an AA/S1 rating by Standard & Poor's (S&P).

The VACo/VML Virginia Investment Pool (VIP) is starting with more than \$60 million invested on behalf of local governments.

The AA rating is the second-highest issued by the S&P, which uses a credit quality ratings scale that ranges from AAA to CCC. The S1 rating reflects S&P's fund volatility ratings with S1 being the least volatile, reflecting VIP's conservative approach.

VIP was formally established September 13, 2013, as a collaborative effort between local treasurers, the Virginia Association of Counties and the Virginia Municipal League.

VIP, which is administered by VML/VACo Finance, provides localities the opportunity to jointly invest in relatively short-term, conservative fixed income investments as a way to improve their earnings on reserve funds and funds set aside for at least a year.

"We are excited that Standard & Poor's has given the VIP program an excellent rating," VACo Executive Director Jim Campbell said. "We hope other counties see this and seize the opportunity to join the investment pool."

For more information, contact [Bob Lauterberg](#) or [Steve Mulroy](#) at 804.648.0635. Or visit the website at [www.valocalfinance.org](http://www.valocalfinance.org).

# Nationwide and NACo College Scholarship

**Drive your future forward. (And theirs too).**

Your high school senior can be awarded \$2,000 for college.

You may not have thought about it, but you're in a race against time to get ready to retire. The good news is: participating in your employer's retirement plan puts you in the driver's seat. As in any race, how well you do depends on knowing when to accelerate, how to get around obstacles and what to do as you near the finish line.

Nationwide and the National Association of Counties want high school seniors to understand how important it is to start saving early to be ready for retirement.

To help them get started toward that goal, Nationwide will give four NACo college scholarships—each worth \$2,000—to four high school seniors whose parent or grandparent participates in a 457 plan within the NACo Deferred Compensation Program. Throughout their 34-year relationship, Nationwide and NACo have been committed to helping you plan for your retirement as well as your family's future.

**How to apply**

Complete an online application. As part of the application, your high school senior will be asked to write a short essay. Please keep the response to 500 words or fewer, and the student should answer in her or his own words.

**Essay Question:**

Your parents and/or grandparents may not have thought about it, but they're in a race against time to get ready to retire. The good news is: participating in their employer's retirement plan puts them in the driver's seat. As in any race, how well you do depends on knowing when to accelerate, how to get around obstacles and what to do as you near the finish line. Now more than ever, it's important for Americans to take responsibility investing in their retirement. Whether three years or thirty years away from retirement, it will be here faster than your parents or grandparents might think.

**What should public employees do to prepare for their retirement?**

[Apply Now](#)

**Eligibility requirements**

- Graduating high school seniors who are legal U.S. residents are eligible to apply
- Applicant's parent or grandparent must be enrolled in and contribute to a 457 plan within the NACo Deferred Compensation Program
- Applicants must enroll in a full-time undergraduate course of study no later than the fall term of the 2014-2015 school year at an accredited two- or four-year college
- Immediate family members of NACo employees, or members of the NACo Deferred Compensation Advisory Committee, or its governing board of directors, or Nationwide employees are not eligible to apply; this program is not offered outside the United States
- Application and entry must be submitted online no later than March 2, 2014

**Judging criteria**

- Scholarship entries will be reviewed by a committee of associates from both Nationwide and NACo; scholarship recipients will be chosen based on the content of their entry
- All entries submitted will become property of Nationwide and may be used for educational and/or marketing purposes; the original author will be credited

**How scholarship recipients will be notified:**

- Scholarship recipients will be notified in April 2014
- A check payable to the institution will be mailed directly to the institution of each scholarship recipient during the summer of 2014
- The winner must enroll in an accredited institution by the fall term of the 2014-2015 school year

Nationwide Retirement Solutions (Nationwide) makes payments to the National Association of Counties (NACo), NACo RMA LLC and the NACo Financial Services Center Partnership (FSC) for services and endorsements that NACo provides for all its members generally related to Nationwide's products and services sold exclusively in public sector retirement markets. More detail about these payments is available at [www.nrsforu.com](http://www.nrsforu.com).

# Key retirement and benefit issues considered soon

By Erik Johnston  
[ejohnston@vaco.org](mailto:ejohnston@vaco.org)

Virginia Retirement System (VRS) impact statements are now complete, which clears the way for retirement and benefit related bills to be heard by the General Assembly.

[Click here](#) to see a VRS chart that summarizes all of the retirement related bills. Below is a priority bill and budget amendment for VACo.

## Unfunded Teacher Pension Liability Budget Amendments

Direct Aid to Education - [Item 136 #15h \(Davis\)](#), [Item 136 #4s \(McWaters\)](#), [Item 136 #5s \(Black\)](#), [Item 136 #6s \(Locke\)](#). No general fund impact with these amendments. Simply requires the Department of Education to pay its retirement contributions directly to VRS, thus resulting in a proportional sharing with localities of the \$15 billion in unfunded liability for the teacher retirement plan.

[Click here](#) to read a recent Richmond Times-Dispatch article that provides a good summary of the issue.

This is a priority for VACo. [Click here for talking points](#).

## Short-Term Disability Bill

[SB 89 \(Newman\)](#) is a VACo supported bill that would allow localities that opted-out of the state's Virginia Local Disability Program (VLDP) to keep their current short-term disability coverage in place for new hybrid employees as long as they provide income protection of at least 60 percent through the use of paid leave or a disability program for a period of at least 125 work days.

A substitute amendment will be offered by the patron that ensures all other comparability requirements to the state VLDP program will be kept in place. All new hires as of January 1, 2014, fall under the new hybrid retirement plan (most public safety officials receive enhanced benefits and thus new hires will not be hybrid employees).

Localities are required to match the state's short- and long-term disability program for these new hybrid employees. One of the greatest challenges for localities with this mandate is that current short-term disability policies at the local level are a mix of paid leave and disability programs.

New employees must now be offered short-term disability coverage that is richer at 60 percent, 80 percent and 100 percent income replacement than veteran employees. This richer benefit creates an administrative



and financial burden for localities and fairness issues with new employees receiving richer benefits. The new richer benefits also decreases the incentive for employees to get back to work as soon as they are able.

The bill will be heard in the [Senate Finance Steering Committee](#) on February 4 at 9 a.m.

**County staff and elected officials are encouraged to ask their Senator to support the bill and to testify in support of the bill on February 4.**

[Click here for talking points](#).

## Revolutionizing Debt Collection through Restorative Recovery



## Did you know?

### Restorative Recovery Payments Come Directly to You

Debt collection usually passes money through the collection agency's hands to reach you. This generates several potential problems. First, those who owe you money want you to have it, not a debt collector. Next, time elapsed is costly. There is a time cost for the use of money. Finally, assuring payment transparency can be complicated. Benefits of paying you directly start with the fact that it is much more satisfying for those who owe. It is also the fastest way to get your money, and you are the first to know that you got paid. Our Restorative Recovery collects more money faster for less cost, and the money comes directly to you! Find out more at our weekly free webinar.

## Join us for our weekly Webinar Wednesday!

Registering is EASY! Just follow the link below to our website. Once there, go to the bottom right corner of the home page and click "Inquire". Registration details will appear. See you on Wednesday!  
<http://ncsplus.org/>

Visit [www.NCSPlus.org](http://www.NCSPlus.org)

## Financial Facts

By Vicky Steinruck  
[vsteinruck@vaco.org](mailto:vsteinruck@vaco.org)



The MyRA accounts for people without employee-sponsored retirement plans that were launched this week by President Obama will work much like Roth IRAs. Treasury officials said that couples earning as much as \$191,000 and individuals earning up to \$129,000 will be allowed to have the accounts and to save as much as \$15,000 after tax for up to 30 years.

Also on the retirement front, more companies are shifting investment allocations in their pension plans to protect gains as they approach or achieve full-funding status. They are realigning investments to make sure obligations match assets, usually by adjusting the mix of fixed income to equities.



# Helpful stormwater bill advances

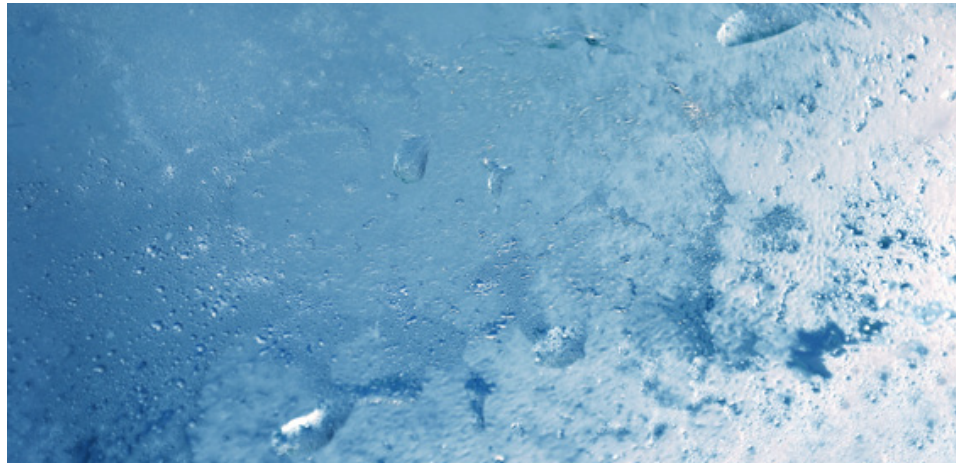
By Larry Land  
[lland@vaco.org](mailto:lland@vaco.org)

On January 29, the [House Agriculture, Chesapeake and Natural Resources Committee](#) reported [HB 1173 \(Hodges\)](#) by a 17-4 vote.

As amended, HB 1173 provides any locality not operating a Municipal Separate Stormwater Sewer System (MS4) with the option of allowing DEQ to manage a Virginia Stormwater Management Program (VSMP) on the locality's behalf. This provision was proposed as an alternative source of assistance to many localities that would have benefitted from a one-year delay in the compliance deadline for them to adopt their own stormwater programs.

HB 1173 has other helpful provisions for counties:

- Authorization for the State Water Control Board to adopt regulations creating a procedure for approving permits for individual parcels in a common plan of development.
- Establishment of a procedure by the State Water Control Board relieving single family lot owners from requirements of obtaining a registration statement when engaging in a land disturbance (this is designed to reduce



development costs for owners of smaller lots that are not part of a common plan of development).

- To reduce duplications and help simplify the stormwater permitting process, the separation of "post construction" and other standards from Virginia's "General Permit for Discharges of Stormwater from Construction Activities." (This "general permit" is actually a set of regulations required under the federal Clean Water Act that applies to all counties. The general permit's objectives are similar to objectives of state mandated

erosion and sediment control programs administered by localities.)

The [House Agriculture, Chesapeake and Natural Resources Committee](#) reported [HB 1173](#) with an emergency clause, meaning that the bill will go into effect upon signature by the governor if it passes the House and the Senate by super majorities.

The practical benefit of the emergency clause is immediate authorization for DEQ to implement the bill's provisions well before July 1, when most bills passed by the General Assembly officially become law.

County officials are urged to contact their [delegates](#) to voice support for [HB 1173](#).

## Save the date: March 11 is Statewide Tornado Drill

Registration is now open for the March 11 Statewide Tornado Drill. Businesses and organizations, schools and colleges, and families and individuals can practice taking cover from tornadoes by participating in this annual safety exercise, set for 9:45 a.m.

"During the past three years, 67 twisters struck Virginia," said Brett Burdick, acting state coordinator for emergency management. "April 2011 was particularly dangerous when 10 people died and more than 100 were injured. Tornadoes are common in Virginia. In fact, three struck southeast Virginia January 11, so it is essential that everyone knows what to do when a tornado warning is issued."

The annual drill is a joint effort of the National Weather Service and the Virginia Department of Emergency Management. To start the drill, at approximately 9:45 a.m., a test tornado warning will be sent by the NWS to NOAA Weather Radios. These radios will sound a tone alert and show a message (or flash to indicate a message) to simulate what people will hear or see during an actual tornado warning. The test message then will be broadcast by many local radio and TV stations.

Registration for the Statewide Tornado Drill is not required, but residents are encouraged to sign up to show their support. Learn more about tornado safety, how to hold a drill, and how to register for the drill at [www.ReadyVirginia.gov](http://www.ReadyVirginia.gov).

Here's a look back at tornadoes in Virginia during 2013:

- 5 tornadoes were recorded (4 EF0 and 1 EF1).
- There were no reported injuries.
- Property damage was nearly \$72,000.
- One tornado occurred in April and four struck in June.

During 2012:

- 11 tornadoes were recorded (8 EF0 and 3 EF1).
- There were no deaths, but six people were injured.
- Property damage totaled \$3 million.





## Visit Lee County and the Wilderness Road State Park



Photo courtesy of Wilderness Road State Park

Wilderness Road offers picnicking, hiking, and nature and living history programs. Visitors can enjoy the visitor center, home to a theater showing an award-winning docudrama, "Wilderness Road, Spirit of a Nation." The center also has a frontier museum and a gift shop with unique regional gifts. The park features the reconstructed Martin's Station, an outdoor living history museum depicting life on Virginia's 1775 frontier. Guests also enjoy the park's picnic shelters, 100-seat amphitheater, nature play-scape, ADA-certified playground, sand volleyball court and horseshoe pits. Visitors can hike, bike or horseback ride on the 8.5-mile Wilderness Road Trail linking the park with more than 50 miles of trails in Cumberland Gap National Historical Park. The 1870s era mansion is available for weddings and meetings. It has a solarium that's perfect for showers, birthdays and other special functions. The park's visitor center theater and amphitheater also are available for group functions.

**SOURCE:** [Virginia State Parks](#) and [Department of Conservation and Recreation](#).

## Mark Your Calendars

### Local Government Day at the General Assembly

February 6  
Richmond

Register for Local Government Day  
[Registration Form](#)  
[Richmond Marriott](#)

The Virginia Association of Counties, Virginia Municipal League and the Virginia Association of Planning District Commissions will host Local Government Day at the General Assembly on Thursday, February 6.

**Governor Terry McAuliffe has confirmed he'll be the keynote speaker.**

The event will be held at the Richmond Marriott, located at 500 East Broad Street in downtown Richmond.

Staff will report on legislation affecting local governments. Local officials are encouraged to participate in committee meetings and lobby state legislators at the Capitol. In the evening, local officials are urged to invite their state legislators to dinner.

The cost of the event, which includes a box lunch, is \$45 per person.

[Click here for registration form.](#)  
[Click here to register online.](#)

For more information, please contact [Carol Cameron](#) at 804.343.2507.



### 81<sup>st</sup> Virginia Certified Planning Commissioner Program



**Opening Session:** March 31-April 1, 2014  
**Meeting Location:** Richmond Marriott West Hotel (Henrico County)  
**Closing Session:** June 9-10  
**Meeting Location:** Richmond Marriott West Hotel (Henrico County)  
**Cost:** \$450 per person  
**Registration Deadline:** March 11  
Registration information/form available care of [www.planvirginia.com](http://www.planvirginia.com).  
**Contact:** Michael Chandler, Director of Education, Land Use Education Program, Virginia Tech, 804.794.6236 or [rmchan@vt.edu](mailto:rmchan@vt.edu).

### 32nd Virginia Certified BZA Program



**Opening Session:** March 10- 11  
**Meeting Location:** Richmond Marriott West Hotel (Henrico County)  
**Closing Session:** May 19, 2014  
**Meeting Location:** Richmond Marriott West Hotel (Henrico County)  
**Cost:** \$450 per person  
**Registration Deadline:** February 17, 2014  
Registration information/form available care of [www.planvirginia.com](http://www.planvirginia.com).  
**Contact:** Michael Chandler, Director of Education, Land Use Education Program, Virginia Tech, 804.794.6236 or [rmchan@vt.edu](mailto:rmchan@vt.edu).

**WEBINAR**

**Public Entity Payroll Practices**

**Who Should Attend:**  
Administrators, Attorneys,  
HR Directors, Executive  
Directors,  
Risk Managers

**Presenters:**  
Jim Guynn, Esquire  
Nancy Sullivan, Esquire

Question and Answer Session Included!

**VACORP**

**Topics will include the following:**

- FLSA
- Exempt v. Non-exempt
- Overtime and Gap Pay
- Deductions
- Final Payment

[WWW.VACOINS.ORG](http://WWW.VACOINS.ORG)  
Log-in and Click "Pay Webinar" Prompt  
**February 4, 2014; 10:00 a.m.**  
**PRE-REGISTER TO SAVE A SEAT!**

Click on flyer to enlarge



## news from our associate members



Contact Information:  
PMA Architecture  
Pam Scruggs, Marketing Director  
10227 Warwick Blvd.  
Newport News, VA 23601  
(757)327-0479/cell (757)7810-3120

FOR IMMEDIATE RELEASE

### **PMA Architecture Projects Featured in Richmond Livable Communities Exhibit**

(Newport News, Virginia) – The Virginia Center for Architecture, in partnership with the Virginia Society of the American Institute of Architects (AIA), will feature work by PMA Architecture at a new exhibit being held at The Virginia Center for Architecture in Richmond from January 16-March 23, 2014. The free exhibit, entitled Livable Communities for Virginia, will showcase 24 examples of outstanding community design that reflect the AIA's 10 Principles of Livable Communities. PMA Architecture's design of Port Warwick and of enhancements to the Historic Court Square area of the City of Charlottesville will be among the projects featured.

PMA Architecture is proud to be a part of this exciting exhibit where guests are invited to explore the American Institute of Architects' 10 Principles for Livable Communities and find out how they apply to the diverse cities, towns, and villages in the Commonwealth of Virginia – impacting our health, safety, environment, and quality of life.

The Virginia Center for Architecture is located at 2501 Monument Avenue in Richmond and is open Tuesdays-Fridays 10 a.m. – 5 p.m. and weekends from 1-5 p.m. There is no cost to tour the exhibit. Parking is free.

Founded 35 years ago by former City of Newport News planner, Jack Stodghill, PMA Architecture is one of Virginia's leading architecture, preservation, and planning firms. PMA's work, which incorporates sophisticated engineering and Building Information Modeling (BIM), includes the design of the new Huntington assisted living facility in Newport News, numerous health care and municipal projects, as well as exceptional commercial and residential architecture design.



###



# Governor McAuliffe announces more than \$1 million in Farmland Preservation Grants

*~Eight localities receive funds to place working farmlands  
under permanent conservation easements~*



Governor Terry McAuliffe recently announced the recipients of fiscal year 2014 farmland preservation grants. Eight localities have been awarded just over \$1,058,000 from the Virginia Department of Agriculture and Consumer Services (VDACS). Localities must use the grant monies to preserve farmland within their boundaries through local Purchase of Development Rights (PDR) programs. PDR programs compensate landowners who work with localities to preserve their land permanently by voluntarily placing a perpetual conservation easement on it.

VDACS allocated almost \$149,678.46 each to the counties of Albemarle, Clarke, Fauquier, Isle of Wight, James City, and Stafford, as well as the City of Virginia Beach. Rappahannock County will receive an \$11,000 grant. These allocations total a little more than \$1,058,000, bringing the total allocation of state matching funds to \$8.68 million since 2008, when PDR funds were first distributed.

Speaking about the farmland preservation grants, Governor McAuliffe said, "Today's announcement, which will be the first of many, highlights my administration's goal of conserving Virginia's working lands, an important component of land preservation. These grants are the first step toward my administration's goal of conserving 400,000 acres of open space and working lands across Virginia. I applaud the commitment of my predecessors and the General Assembly to land preservation, and I look forward to building on the successes they have achieved over the last eight years."

Secretary of Agriculture and Forestry Todd Haymore added, "Adequate and accessible working lands are the foundation of agriculture and forestry, Virginia's largest industries. Local governments receiving these funds will be able to use them alongside their dedicated local support, creating new opportunities to preserve working farmland, produce goods for purchase, create jobs, generate tax revenue, and protect our precious natural resources. I look forward to working with Governor McAuliffe, Natural Resources Secretary Molly Ward, localities, and landowners during the next four years to preserve as many working land acres as possible"

This is the seventh time that the Commonwealth has provided state matching funds for certified local PDR programs. Of the 22 local PDR programs in Virginia, 18 have received local funding over the past few years. To date, more than 6,700 acres on 49 farms in 12 localities have been permanently protected in part with \$6 million of these funds. Additional easements are expected to close using the remaining funds over the next two years. Future new appropriations will help preserve additional working lands as well.

Localities interested in future rounds of grant applications for PDR matching funds should contact the Office of Farmland Preservation at the Virginia Department of Agriculture and Consumer Services. They may e-mail Andrew Sorrell, the Office of Farmland Preservation Coordinator, at [andrew.sorrell@vdacs.virginia.gov](mailto:andrew.sorrell@vdacs.virginia.gov) or call 804.786.1906.





## 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.

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**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** \_\_\_\_\_

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**Please complete this section if paying with credit card:**

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**Name as it appears on Credit Card** \_\_\_\_\_

**Signature Authorizing Payment** \_\_\_\_\_

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**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](http://www.vaco.org) to view the full versions. Click on the [County Employment](#) link on the menu bar.

**Animal Control Officer/Madison County**  
Madison County, Virginia is seeking a full-time/part-time Animal Control Officer to assist the full-time Animal Control Officer. The position will report to the full-time ACO. Starting salary: \$25,867 to \$30,753 annually, based on qualifications and experience. A background check and pre-employment drug testing will be required of the selected individual. Electronic submissions are preferred, although hard copies will be accepted. To be considered, please submit a cover letter, resume, salary history and work related references to: Madison County Government, P.O. Box 705, Madison, VA 22727. 540.948.3843 (fax) or by e-mail to: [gcave@madisonco.virginia.gov](mailto:gcave@madisonco.virginia.gov). This position will remain open until filled.

### **President/Fredericksburg Regional Alliance**

The Fredericksburg Regional Alliance, created in 2000, is seeking a dynamic, energetic and visionary professional to serve as its next President. The Fredericksburg Region, strategically located in Virginia's 'Golden Crescent', between Washington, D.C. and Virginia's capital city, Richmond, includes the City of Fredericksburg and the Counties of Caroline, King George, Spotsylvania and Stafford. The 1,400 square mile region has a trade area of more than 425,000 people. The salary for the position is negotiable, based upon qualifications and experience. The application deadline is February 28. To be considered, please submit, in confidence, a résumé with a salary history and five (5) work related references to: Mr. John A. Anzivino, Senior Vice President, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228. Fax: 804.726.9752 or E-Mail: [richmond@springsted.com](mailto:richmond@springsted.com). For a full profile describing the region and the position please visit [www.springsted.com](http://www.springsted.com).

### **Economic Development Manager/City of Manassas**

The City of Manassas is seeking a strategic, innovative and progressive-thinking professional with a legacy of accomplishments, business ethics and integrity to develop and manage the City's economic development program. This individual reports to the City Manager

and will work in concert with businesses, developers, realtors, property owners, governmental agencies and partners to achieve City priorities. Salary range is commensurate with required experience and qualifications. To apply, complete a City application at <http://www.manassascity.org/hr/jobs> including an attached cover letter and resume with references. Applications will be accepted until position is filled with preference given to applications received by March 5.

### **Executive Director/Northern Virginia Transportation Authority**

As the key member of the Authority's management team, the executive director is responsible for day-to-day operations of the Authority. Specific responsibilities include: principal staff advisor to the Authority and its members on all matters related to responsibilities and functioning of NVT; principal NVT staff coordinator with jurisdictions and relevant agencies, recognizing that various committee staff leads work directly with counterpart staff members; in collaboration with appropriate committee, takes a leading role in drafting strategic vision and plans to Authority. NVT is an equal opportunity employer. Full job description and application process can be found at: <http://www.thenovaauthority.org/index.html>.

### **Director of Finance/Madison County**

The Financial Department is responsible for providing professional, complex and responsible administrative work in planning, organizing and directing the financial activities of the County. Starting salary: \$53,785 to \$86,017 based on qualifications and experience. An excellent benefits package includes participation in the States VRS System, vacation, sick leave, group life insurance, medical insurance, professional dues and conference expenses. A background check and pre-employment drug test will be required of the selected individual. Electronic submissions are preferred, although hard copies will be accepted. To be considered, please submit a cover letter, résumé, salary history and work related references to: Madison County Government, P.O. Box 705, Madison, VA 22727. Fax: 540.948.3843 or by e-mail: [ehoch@madisonco.virginia.gov](mailto:ehoch@madisonco.virginia.gov). This position will remain open until filled.

**County Manager/Orange County, N.C.**  
Orange County, North Carolina (pop

138,550) is seeking a County Manager with excellent management skills who values diversity of ideas and philosophies leading to thoughtful, insightful, informed and well-balanced decisions for the community. Orange County lies in the North Carolina Piedmont region anchoring the Research Triangle (Raleigh, Durham and Chapel Hill). The salary for the position is negotiable, based on qualifications and experience and is competitive in the regional marketplace. Residency within the County is required within a negotiated period of time. The application deadline is February 25. 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 or E-Mail: [richmond@springsted.com](mailto:richmond@springsted.com). Please visit [www.springsted.com](http://www.springsted.com) to view the County's complete community and position profile and learn more about the position.

### **City Arborist/City of Falls Church**

The City Arborist position establishes and implements policies, regulates development activities, conducts outreach to community groups, and works closely with the City's Urban Forestry Crew to plant, preserve, protect and maintain trees and other forms of vegetation throughout the City. SALARY AND BENEFITS: \$65,000 +, Depending on Qualifications, plus excellent benefits package. See [www.fallschurchva.gov](http://www.fallschurchva.gov) for additional information. TO APPLY: Send resume to City of Falls Church, HR Div, 300 Park Ave, Falls Church, VA 22046 or [hr@fallschurchva.gov](mailto:hr@fallschurchva.gov). Resumes received by Friday, February 7 will receive priority consideration.

### **Systems Specialist-Help Desk Analyst/City of Falls Church**

There is a temporary full time Systems Specialist/Help Desk Analyst position available with the City. This position will be responsible for coordinating, monitoring, and participating in the day-to-day management and operations of the City's IT support service request ticketing system in conjunction with the outsourced IT support contracted staff for the support of the City. Hours: This is a full time position 40 hours per week term position funded until July 2014. It will be recommended to make this position a regular position in the

## EMPLOYMENT

Continued from page 10

FY15 budget. Salary: \$43,075 – \$55,000, depending on qualifications. Benefits package includes health insurance, life insurance and paid leave. To Apply: 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](mailto:hr@fallschurchva.gov).

**Business Auditor/Montgomery County**  
Position conducts financial and compliance audit examinations of businesses operating within Montgomery County, including the Towns of Blacksburg and Christiansburg, to ensure proper application and enforcement of County tax ordinances, as well as compliance with all regulations regarding financial reporting of business related to tangible personal property, machinery and tools, and merchant's capital. Hiring range \$48,515-\$59,188, with excellent benefits (paid health, dental and vision, life, disability, retirement, wellness program). Position reports to the Director of Financial and Management Services. For more information about this position or to apply for accommodation for disabilities, contact Human Resources at 540.394.2007; TTY/Voice (1.800.828.1120 or 1.800.828.1140); County Job Line: 540.394.2010. Visit our website at <http://www.montgomerycountyva.gov/e-services> to apply for this position. OPEN UNTIL FILLED (application review will begin February 7).

### **Economic Development Director/Pulaski County**

This position is responsible for encouraging business investment and the creation of new job opportunities in the community. Essential functions are supporting existing business and industry needs; recruiting new business and industry; conducting market research. The salary range for the position is \$57,919 – \$86,878, DOQ. Benefits include: health insurance, dental insurance, life insurance, state retirement program, optional vision insurance and 457 retirement program, county vehicle, sick and vacation leave, paid holidays. Interested applicants may apply directly to Robert Hiss, Assistant County Administrator, 143 3rd St, NW, Pulaski, VA 24301. Please submit a cover letter, resume, and completed county application that is available at the county website: [www.pulaskicounty.org](http://www.pulaskicounty.org). Application review to begin February 28, position open until filled.

### **Employer Representative Program Manager/Virginia Retirement System**

The Virginia Retirement System (VRS) is seeking an individual to supervise and direct the activities of the Employer Representatives unit and ensure that the services delivered by staff are directed toward achieving the agency's mission, values and strategic business objectives. Duties include leading and coordinating the unit programs, communications and initiatives to ensure that they are meeting the needs of the agency and of the employers. Responsibilities include supervising staff to include making assignments, developing project plans, coaching and evaluating the delivery of information by representatives to employers to ensure the content is accurate and consistent. Hiring Range: \$58,347–\$80,519. Please go to the Employment section on the VRS website at [www.varetire.org](http://www.varetire.org) and click on the Commonwealth of Virginia Job Site link to view and apply for this position.

### **Firefighter-EMT and Firefighter-Medic/Campbell County**

The Campbell County Department of Public Safety, EMS Division is currently hiring for Firefighter/EMT and Firefighter/Medic. These positions are responsible for emergency medical service work responding to a variety of injuries and illnesses, fire prevention, and suppression. Starting Salary: \$33,411 – \$39,087 based on qualifications and experience. Application procedure: Please submit a Campbell County application, along with copies of relevant Fire/EMS certifications to the Campbell County Human Resources Office. Applications may be downloaded from our website at [www.co.campbell.va.us](http://www.co.campbell.va.us). This position closes February 6 at 5 p.m.

### **Construction Plans Examiner/City of Manassas**

Salary range: \$52,873 – \$87,235. The Community Development Department is seeking an energetic candidate looking for an opportunity that provides excellent growth potential. Position shall be considered a technical assistant to the building official, and shall be required to maintain certifications by attending periodic maintenance training as designated by Virginia Department of Housing and Community Development. TO APPLY, complete the City application at <http://www.manassascity.org/hr/jobs>.

### **Real Estate Appraiser/City of Manassas**

Salary: \$44,387 – \$57,720. Position requires thorough knowledge of theories, principles,

practices and techniques of appraising real property; thorough knowledge of building construction practices; general knowledge of state laws and local ordinances relating to real property assessments; ability to read and understand building construction plans and specifications; ability to navigate developed and undeveloped terrain; ability to analyze factors which tend to influence the value of property and to exercise judgment in the determination of property values. Apply online at <http://www.manassascity.org/hr/jobs>.

### **Finance Manager/Montgomery County**

Position manages payroll, accounting and accounts payable functions and staff; supervises PSA billing and collection; prepares annual financial statements and other financial reports; helps prepare annual budget and monitors budget compliance; reconciles financial records and cash disbursements; identifies and investigates system problems; analyzes and makes recommendations on fiscal and financial policies; manages year-end closing; assists independent auditors. Hire rate DOQ, with excellent benefits (paid health, dental and vision, life, disability, retirement, wellness program). For more information about this position or to apply for accommodation for disabilities, contact Human Resources at 540.394.2007; TTY/Voice (1.800.828.1120 or 1.800.828.1140); County Job Line: 540.394.2010. Visit our website at <http://www.montgomerycountyva.gov/e-services> to apply for this position. OPEN UNTIL FILLED (application review will begin January 31).

### **Building Official/Franklin County**

Western Virginia's fastest growing community known for its scenic beauty, nestled between Philpott & Smith Mountain Lakes along the Blue Ridge Mountains, approximately 10 miles south of Roanoke, VA is accepting applications for a FT Building Official. Performs difficult administrative, supervisory & technical work; managing the County's Building Inspections Division & enforcement of the Virginia Uniform Statewide Building Code. Excellent knowledge of State and Federal building & fire safety codes/standards. Annual salary will commensurate with qualifications, education and experience. Excellent Benefits. Application & job description available at the Franklin County Government Center, 1255 Franklin Street, Suite #111, Rocky Mount, VA 24151 or apply online at [www.franklincountyva.gov](http://www.franklincountyva.gov). First application review will begin on Monday, February 3. Open Until Filled.





#### **Executive Committee**

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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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