

# COUNTY CONNECTIONS

The Newsletter of the  
Virginia Association of Counties

October 2, 2015



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## Report on recent DEQ Stormwater Advisory Group meeting



The Stormwater Stakeholder Advisory Group (SAG) that was convened earlier this year by the Department of Environmental Quality (DEQ), held its most recent meeting on September 11.

The purpose of SAG is to consider comprehensive changes to integrate and streamline Virginia's four chief statutes that affect the state's stormwater management program. These four statutes are the State Water Control Law, the Virginia Stormwater Management Act, the Virginia Erosion and Sediment Control Law and the Chesapeake Bay Preservation Act.

SAG is debating several proposals that will change provisions of legislation ([HB 1173, Hodges](#) and [SB 423, Hanger](#)) passed by the General Assembly (and supported by VACo) during the 2014 session. These companion measures allowed many smaller rural localities to "opt out" of managing local stormwater programs. VACo is committed to preserving the "opt out" provisions of the 2014 legislation.

In previous meetings, SAG considered the following three alternative approaches in managing stormwater programs:

**Full Opt-out:** A non-MS4 locality may opt out of implementing a stormwater program, in which case DEQ administers the program. Since Virginia's Erosion and Sediment Control Law would be incorporated within the newly amended Stormwater Management Law, DEQ would assume full responsibility for managing stormwater, erosion and sediment control, and (for the affected localities general east of I-95) stormwater related components associated with the Chesapeake Bay Preservation Act. SAG members representing homebuilders and commercial development oppose DEQ management of local erosion and sediment control programs.

**Opt-in:** A non-MS4 locality would fully administer all components of a newly consolidated stormwater management program.

**Opt-in lite:** A non-MS4 locality shares responsibility of managing a consolidated stormwater program with DEQ. DEQ would conduct water quality and quantity stormwater plan review for stormwater and requirements currently associated with the erosion and sediment control law. Site plan approval or disapproval decisions would be made by the locality. Localities in this category would retain control over site plan approvals and the entire development process. One important difference between "opt out" under current law and "opt-in lite" is that under the latter localities would be responsible for enforcing long-term maintenance requirements associated with permanent stormwater facilities. Under "opt-in lite" localities, not DEQ, would also be designated as the permitting authority. Under current law, DEQ serves as the permitting authority for "opt out" counties.

Under "opt in lite," many localities have raised concern that additional financial burdens would be imposed upon them because they would again be responsible for the function of enforcement. Under the 2014 Hodges/Hanger legislation, "opt out" localities were excused from this function.

In response to these concerns, some SAG members suggested another option called "Opt In Ultra Lite." This alternative would be available only to localities with populations under 17,500, based upon the 2010 census. Under "ultra lite" eligible localities would have an average of five or fewer land disturbing per year that are covered under the General Permit for Stormwater Discharges from General

Story continued on Page 9

# VACo Annual Conference Update

## Virginia Counties Care

What do Virginia Counties Care about? Education funding? Stormwater issues? Transportation? Make sure to identify what your county cares about when you pick up your registration materials. This year, we are asking attendees to write what their counties care about and place it on a map, which will be placed adjacent to the attendee registration desk. Responses will be collected and listed in our newsletter.

## Virginia Certified County Supervisors' Alumni Education Program

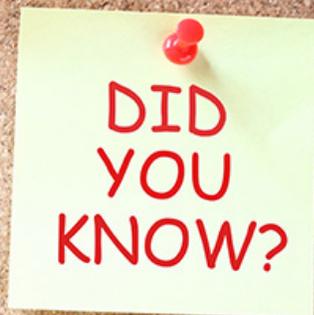
Are you a graduate of the Virginia Certified County Supervisors' Program? New this year, VACo, Virginia Tech and Virginia Cooperative Extension have designed a program specifically for graduates. On Saturday, November 7 at 3 p.m. graduates and current enrollees of the program will join together for an educational session on civility. This interactive session will incorporate a variety of ways to interact with fellow alumni. Dr. Mike Chandler, Professor Emeritus, Virginia Tech and Dr. Martha Walker, Community Viability Specialty, Virginia Cooperative Extension will moderate a panel of four county officials from across Virginia, including Steve Bowen, Chair, Nottoway County; Jane Dittmar, Chair, Albemarle County; Cathy Hudgins, Supervisor, Fairfax County; and Steve Miner, County Administrator, Accomack County. Following the panel discussion, groups will identify best practices they've used or seen. Finally, the class will share their findings and create a fact sheet for distribution to class and peers. These findings will be on display during the conference.

If you are a graduate or current enrollee, be sure to register for this inaugural event. It's free for attendees and will provide tools you can use as an elected official. Questions? Contact [Phyllis Errico](#).

VACo Contact: [Amy Elizabeth Vealey](#)

## VACo Annual Conference Tip

The early bird registration rate has come and gone, but registrants of member counties can still register at the usual \$225 rate through the end of October. If you still need to register, make sure to do it before November 1 when member rate increases to \$275.



**400 County Officials**

**107 Exhibitors**

**20 High priority briefings**

**12 Sponsors**

**13 Delegates**

**9 State Officials**

**4 Senators**

**Endless educational  
opportunities**

**Limitless idea sharing**

**Countless networking chances**

**All over 3 days**

**Get ready for it!**



VACo's 81st Annual Conference  
November 8-10, 2015  
The Omni Homestead  
Bath County, Virginia

# Jim Bonfils Sworn in as Interim Broad Run District Supervisor for Loudoun County

James (Jim) G. Bonfils has been sworn in as the interim Broad Run District supervisor for Loudoun County. The swearing-in ceremony was conducted by Clerk of the Circuit Court Gary Clemens at the Loudoun County Courthouse, following Bonfils' appointment to the position by the Board of Supervisors Monday evening.

It's a real honor to serve as Broad Run District Supervisor," said Bonfils, following the morning ceremony. "I look forward to doing my best to serve my district impartially."

Bonfils was accompanied to the ceremony by his wife, Terri. Also on hand for the ceremony were Chairman of the Board of Supervisors Scott York, Vice Chairman Ralph Buona, House of Delegates member Randy Minchew, and County Administrator Tim Hemstreet.

Bonfils will serve on the Board of Supervisors through December 31, 2015. The candidate who is elected as Broad Run District Supervisor in the November general election will take office on January 1, 2016. Bonfils was one of 12 people from the Broad Run District who applied for the position which became vacant September 6, 2015, when Shawn Williams resigned.

More information about the Board of Supervisors is online at [www.loudoun.gov/bos](http://www.loudoun.gov/bos).



**Photo** - Interim Broad Run District Supervisor Jim Bonfils, left, is sworn in by Clerk of the Circuit Court Gary Clemens. (Photo by Glen Barbour)

# Roanoke County Board of Supervisors names County Attorney

The Roanoke County Board of Supervisors recently announced the appointment of Ruth Ellen Kuhnel as County Attorney.

"We are privileged to have Ruth Ellen as our next County Attorney," said Board of Supervisors Chairman Jason Peters. "She has represented the County on numerous legal matters over the years and has a wealth of experience with a broad range of issues facing local government today. In her time with the County, Ruth Ellen has provided valuable counsel to the administration, Board of Supervisors, and the County's various departments."

Kuhnel has been serving as an Assistant County Attorney and Senior Assistant County Attorney for Roanoke County for the past eight years.

"We live in a thriving community which I am proud to serve," said Kuhnel. "I look forward to the opportunity to represent the Board of Supervisors and Roanoke County as a whole."

During her employment, Kuhnel has litigated both in Juvenile and Domestic Relations Court and the Circuit Court, representing Roanoke County and being a constant presence representing the Department of Social Services for five years. She moved into the role of primarily representing the Community Development Department which involves matters before the Planning Commission and the Board of Zoning Appeals, as well as every day land development issues. She has also worked closely with Parks, Recreation and Tourism on their property needs and General Services in leases, acquisitions and other real estate endeavors.

Kuhnel assisted in regional projects such as the formation of the Roanoke Valley Broadband Authority, the Western Virginia Regional Industrial Facility Authority, the revision to the Roanoke Valley Radio System, and the County's new management role in Explore Park.

Kuhnel holds a Bachelor's Degree in English and History, with a minor in Business from the University of Mississippi, and a Juris Doctorate from Washington and Lee University School of Law. She has been a member of the Virginia State Bar since 1987 and is currently a member of the Local Government Attorneys Association.

Kuhnel has been active in the Roanoke Valley civic community for many years. She has served on the Executive Committee of the Virginia Blue Ridge Chapter of Susan G. Komen, is an Elder at Second Presbyterian Church, Past President of the Junior League of the Roanoke Valley, Past President of James Madison Middle School PTA, Past Board Member of the Council of Community Services, Past Board Member of Total Action Against Poverty (TAP), and a current member of the Mill Mountain Garden Club.

Kuhnel has been a resident of the Roanoke Valley since 1991. She and her husband, Paul C. Kuhnel, also a local attorney, have one child, currently in college.

Kuhnel will follow Paul Mahoney who has served as County Attorney for 31 years. Mahoney announced in June his intent to retire December 1. Kuhnel will assume her new position December 1, 2015.



## Conflicts & Ethics Council holds first Meeting

The first meeting of the Virginia Conflict of Interest and Ethics Advisory Council was held on September 28 in Richmond.

The nine-member Council includes four from the General Assembly, two former Judges, two representatives of local government and one former executive branch employee.

The local government representatives are Sharon Pandak, partner with Greehan Taves, Pandak and Stoner; and Walter Erwin, City of Lynchburg Attorney. Both local government representatives have distinguished careers of service to local governments. The staff support for the Council is provided by Executive Director Chris Piper. The panel chose retired Court of Appeals Chief Judge Walter Felton as chairman and former Judge Patricia Martin as Vice Chair.

The advisory council was set up to provide guidance on ethical and conflict of interests issues that public officials may face. VACo will hold a session on the changes to the Conflict of Interest law and the newly created Council at the Annual Conference in Bath County on November 9.

The panel features Delegate C. Todd Gilbert, Council member and a chief patron of the legislation; Executive Director of the Council Chris Piper and Chair of the Fairfax County Board of Supervisors Sharon Bulova, who is also an appointee to the Governor's Commission on Integrity and Public Confidence in State Government.

The council will meet again in November and will issue an annual report by December 1 to the General Assembly and Governor.

VACo Contact: [Phyllis Errico, CAE](#)

## VACo continues to advocate to make K-12 Funding a priority

On September 16, VACo President Penny Gross sent a letter to Governor McAuliffe communicating VACo's support for making state K-12 funding a priority in the Governor's introduced budget.

The letter thanks Governor McAuliffe for stating his intention to make state K-12 funding a priority in his August speech to the General Assembly's Money Committees. VACo urges the Governor and the General Assembly to fully fund the Standards of Quality as recommended by the Board of Education and the Standards of Accreditation.

The Governor will release the introduced budget on December 17.

[Click here to read VACo President Penny Gross' letter to Governor McAuliffe.](#)

VACo Contact: [Dean Lynch, CAE](#)

## VACo's Preliminary 2016 Legislative Program



Dear VACo Members:

VACo has released its [Preliminary 2016 Legislative Program](#), which was drafted through VACo's steering committee process. The document includes a host of important and timely proposed policy statements including language regarding K-12 education funding, stormwater regulations, transportation, workforce, broadband, health and human resources and a host of other state and local budget and legislative issues.

Please click on the link to read the [Preliminary 2016 Legislative Program](#).

The 2016 Legislative Program will be adopted during the [VACo Annual Conference](#) at the Omni Homestead in Bath County - November 8-10, 2015.

VACo's seven steering committees will finalize and adopt their policy sections on Sunday, November 8. The Resolutions Committee will ratify the program on Monday, November 9 and the VACo membership will adopt the program during the annual business meeting on Tuesday, November 10.

VACo members are encouraged to continue to add their input to this document by working through their county's legislative process and the VACo steering committee process to put forward suggested changes to the VACo 2016 Legislative Program.

For questions regarding VACo's legislative process, contact Dean Lynch at [dlynch@vaco.org](mailto:dlynch@vaco.org) or 804.343.2511.

Sincerely,

**Judy S. Lyttle**  
Surry County Board of Supervisors  
VACo First Vice President  
VACo Resolutions Committee Chair

The History of County Connections' PAGE 5 TOURISM

Since 2009, VACo has dedicated Page 5 of its County Connections newsletter to promoting tourism in Virginia's Counties. Since we have a growing collection of Page 5 features, we thought it would be fun to take a look back. If you are interested in appearing on Page 5, please send your feature idea to Gage Harter at gharter@vaco.org. We welcome submissions from all our county members.

A look back at the Year 2013

Click image to enlarge

January 1, 2013 Visit Caroline County and Shinnelock Station, Gauley

January 15, 2013 Visit Spotsylvania County and Lake Anna State Park

February 1, 2013 Visit Northumberland County and the Northern Neck Farm Museum

February 15, 2013 Visit Loudoun County and the Green Springs National Historic Landmark District

March 1, 2013 Visit Madison County and Old Rag Mountain

March 15, 2013 Visit Scott County and the McMurray Mural

April 1, 2013 Visit Prince George County and the Regional Heritage Museum

April 15, 2013 Visit Buckingham County via The Hatton Ferry

May 1, 2013 Visit Smyth County and Tazewell County and Back of the Dragon

May 15, 2013 Visit Henrico County and the Virginia Aviation Museum

June 1, 2013 Visit Stafford County and Gai Mather's Home and Studio at Edinport

June 15, 2013 Visit Bland County and Wolf Creek Indian Village & Museum

July 1, 2013 Visit Loudoun County and the Homestead

July 15, 2013 Visit the Northern Neck and its Water Trails

August 1, 2013 Visit Gloucester County and Roscoe

August 15, 2013 Visit Richmond County and Menokin

September 1, 2013 Visit Halifax County and the Halifax County War Memorial

September 15, 2013 Visit Warren County and the Shenandoah River State Park

October 1, 2013 Visit Prince Edward County and the Twin Lakes State Park

October 15, 2013 Visit Giles County and the Pocahontas Statue

November 1, 2013 Visit Loudoun County and Outlands Historic House and Gardens

November 15, 2013 Visit Fauquier County and The Cold War Museum

December 1, 2013 Visit Virginia and LOVEworks

December 15, 2013 Visit Grayson County

Mark Your Calendars



Book your room at [The Omni Homestead Resort!!](#)

Use the above link to reserve your room at the VRC Summit rate of \$159 (plus taxes and fees)

Don't miss out!!

Register TODAY to attend the Governor's Summit on Rural Prosperity in Hot Springs on October 5-6

Hosted by The Virginia Rural Center

Online Registration closes October 2.

Starting September 18 the Full Summit Registration fee will be \$250.

Join the Virginia Rural Center, administrative officials and members of the Virginia General Assembly for the 2015 Governor's Summit on Rural Prosperity. There will be panel discussions and a networking Reception on Monday evening.

Click here for the preliminary agenda. We look forward to seeing you in Hot Springs.

Join us for the VACo Chairpersons' Institute



February 12-13, 2016
Omni Richmond Hotel

The Institute: Virginia Association of Counties offers the County Board Chairpersons' Institute to Board Chairs to focus on the specific roles of that position, including meeting management, internal and external communications, work relationships, leadership, and goal setting. An overview of county government and the work of county supervisors is also covered.

Registration Form
Omni Richmond Hotel

VACo Contact: Amy Elizabeth Vealey

VACo County Supervisors' Forum

January 8-10, 2016
Richmond Marriott Short Pump



Registration Form

Richmond Marriott Short Pump

The Forum: Virginia Association of Counties offers the County Supervisors' Forum to supervisors to focus on critical issues facing counties today: financial responsibilities, schools, economic development, transportation, environmental protection, intergovernmental relations, legal issues and more. An overview of county government and the work of county supervisors is covered.

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

VACo Contact: Amy Elizabeth Vealey

## Roanoke County Names Internal Auditor

Roanoke County Administrator Thomas Gates recently announced the appointment of Tanya Catron as Internal Auditor.

“It is our responsibility to continually improve the accountability and transparency of our organization,” said Gates. “Tanya brings experience that will enable us to achieve these goals.”

Catron has served for the past four years as a manager within the County’s Finance Department.

“I am excited to begin my role as the first County Internal Auditor,” said Catron. “In this capacity, I look forward to working together with County Management and departments in order to strengthen the overall efficiency and effectiveness of the County’s operations.”

Catron brings 17 years of experience in public accounting, private industry and local government. Prior to joining Roanoke County in 2011, Catron served in management positions with KPMG, Petroleum Marketers, Cole & King CPAs, and the Western Virginia Water Authority. Her expertise includes evaluation of internal controls, performing financial and compliance audits, federal and state regulations, and maintaining internal controls to protect against fraud, abuse, waste and misappropriation of assets.

Catron is a Certified Public Accountant (CPA), holds a B.S. in Business-Accounting from Virginia Tech, and an M.B.A. from Radford University. She is a member of, the Virginia Government Finance Officers Association, the American Institute of Certified Public Accountants and the Virginia Society of Certified Public Accountants.

Catron will assume her new position November 1.



## VACo Region 1 Meets to Discuss Legislative Issues

Nearly 40 local government officials convened on September 23 in Isle of Wight County for the VACo Region 1 Legislative Meeting. The purpose of the meeting was to allow counties to interact and share concerns and updates on legislative issues. Isle of Wight Board Chairman Rex Alphin expressed a warm welcome to attendees on behalf of the county and commended the region’s elected leaders for their interest in coming together to share mutual concerns and interests.



Prince George County Board Chairman and Region 1 Director Bill Robertson moderated the event and expressed concern with the Thomas Jefferson Institute’s Tax Study calling for the elimination of local business/professional/occupational licensing (BPOL) and machinery and tools (M&T) taxes. VACo’s Deputy Executive Director Dean Lynch provided an update on VACo’s strategic plan and draft legislative program.

Other board members from Prince George county highlighted the impacts of federal sequestration on local governments and increasing costs for regional jails. They further commented on human service challenges including the increasing costs of the Children’s Services Act (CSA) and the need for state regulation of group homes.

Southampton county talked about the challenges of being able to collect services charges on state government owned properties in its jurisdiction.

Representatives of Virginia Senators Mark Warner and Tim Kaine attended the meeting and provided an update on federal legislative challenges such as transportation funding, sequestration and the national debt limit. They expressed support for the Market Place Fairness Act (MPFA), which allows sales tax collection from online sales.

Sussex, Isle of Wight and Surry counties expressed concerns about the new competitive transportation funding process established under House Bill 2. Surry noted the need for the creation of a major highway for the region.

Attendees received an update on the GoVirginia initiative and discussed the challenges and opportunities of regional collaboration.

VACo Contact: [Beau Blevins](#)

# VACo Regional Legislative Meeting

Join us - Region 9 - Rockingham County

## VACo Members

We are excited to bring the next 2015 VACo Regional Legislative Meeting to VACo Region 9. Regional representatives are invited to attend and should have received an informational email. This meeting is an opportunity for county elected officials to share local and regional problems and solutions. We expect an open discussion and your attendance adds to the value of the meeting.

We also invited state legislators in the VACo Region 9 area. The event format allows for lawmakers to hear your concerns and answer some of your questions.

The meeting includes a presentation on education funding issues as well as a session that gives local representatives an opportunity to share their issues. We encourage you to attend and represent your county.

Light snacks will be provided. RSVP [vrussell@vacoo.org](mailto:vrussell@vacoo.org).

[Click here to view informational flier.](#)

VACo Contact: [Beau Blevins](#)



The Virginia Association of Counties invites you to the 2015 VACo Region 9 Legislative Meeting on Tuesday, October 6 from 7 pm to 9 pm in Rockingham County.

Expected attendance includes Supervisors, Legislators, Planning District Commissioners and County Administrators and Executive Staff from Allegheny, Amherst, Augusta, Bath, Highland, Rockbridge and Rockingham Counties.

### Virginia Association of Counties' 2015 Region 9 Legislative Meeting

Rockingham County Administration Center  
Fire and Rescue Conference Room | Entrance A  
20 East Gay Street | Harrisonburg, VA 22802  
Tuesday, October 6, 2015 • 7 to 9 pm

### AGENDA

#### Welcome and Introductions

The Honorable **William B. Kyger, Jr.**, Supervisor, Rockingham County, and Director, Region 9

#### Education Funding Issues

**Dr. Tom Smith**, Legislative Liaison, Virginia Association of School Superintendents

#### Conversations with State Legislators

**Dean A. Lynch**, VACo Deputy Executive Director

#### Round Table Discussion of Local Issues

**Beau Blevins**, VACo Director of Intergovernmental Affairs & VACo Region 9 Localities

Please **RSVP** to Valerie Russell at **804.788.6652** or [vrussell@vacoo.org](mailto:vrussell@vacoo.org)

Many thanks for participating



## Federal Broadband Funding Guide Released



The National Telecommunications & Information Administration (NTIA) just published "BroadbandUSA: Guide to Federal Funding of Broadband Projects."

The publication provides a complete overview of all federal funding to support broadband planning, public access, digital literacy, adoption and deployment.

[Click here](#) to read the guidebook.

## Financial Facts



The Government Accounting Standards Board has issued GASB Statement No. 77 effective for financial statements for periods beginning after December 15, 2015. GASB No. 77 requires new government disclosures for both state and local governments to disclose businesses given tax incentives and tax breaks.

The new disclosures about a government's own tax abatement agreements include:

- The purpose of the tax abatement program
- The tax being abated
- The dollar amount of taxes abated
- Provisions for recapturing abated taxes
- The types of commitments made by tax abatement recipients
- Other commitments made by a government in tax abatement agreements, such as to build infrastructure assets

The new standard also requires disclosures about tax abatements that are entered into by other governments that reduce the reporting government's tax revenues, to include:

- The name of the government entering into the abatement agreement
- The tax being abated
- The dollar amount of the reporting government's taxes being abated.

VACo Contact: [Vicky Steinruck](#)

## Governor McAuliffe announces Launch of Virginia Grants website

Governor McAuliffe launched the first ever *Virginia Grants* website, a new public resource for anyone interested in state, federal, and private funding opportunities. The website will serve as a hub for taxpayers to search for grant opportunities, and have a better idea of how federal tax dollars are being spent, and which grants present opportunities for state and local governments as well as private businesses and organizations.

“The new Virginia Grants website will help my administration serve taxpayers better by increasing transparency and accountability and offering residents a single hub for grant funding opportunities that may help them grow their businesses, improve their communities or make life better for their families,” **said Governor McAuliffe**. “Using technology to improve government customer service and seize more opportunities to fund important priorities is a great step forward in our efforts to build a new Virginia economy.”

In a communication to state agencies, Governor McAuliffe urged state agencies to utilize this website when applying for grants in order to foster collaboration amongst agencies. He also directed agencies to publish grants they offer on the Virginia Grants site so that Virginians can browse and apply for state grants more easily. To visit the new *Virginia Grants* site, [click here](#).

### Story continued from Page 1

Construction Activities over the past two fiscal years (FY 2015 and FY 2016), excluding single family detached residential structures.

The following is DEQ’s summary of the Ultra Lite alternative:

**Opt-in Ultra Lite:** DEQ would conduct that same plan review for water quality and quantity as it would under the “opt in lite” alternative summarized above. In addition DEQ would assist local governments with enforcement of stormwater facility maintenance requirements in instances of a structural failure with the owner refusing to bring the facility (such as a stormwater holding pond) into compliance, when (A) either the facility is creating an emergency that requires intervention when public health, safety, welfare or the environment are threatened; or (B.) the locality has (1) entered into a maintenance agreement with the facility owner that complied with statutory and regulatory requirements, and which was filed at the courthouse with local land records, (2) kept records of the required facility inspections, and (3) sent written communications to the identified current owner of the facility, seeking compliance with the maintenance agreement. DEQ would then file an enforcement action in the appropriate court. In either situation (A) or (B), if efforts to force the owner to bring the facility into compliance fail, DEQ would either bring the stormwater facility back into compliance and then place a lien on the owner’s property for the cost of the repair, or it would provide funds to the locality to make the needed repairs. In the case of an emergency situation (A), funding would come from the Virginia Environmental Emergency Fund. If a locality pursues all steps outlined in (B), DEQ would not penalize the locality during program review.

Because of the important issues being considered by the SAG, VACo’s Environment and Agriculture Steering Committee adopted the following statement for inclusion in its 2016 DRAFT Legislative Platform: “Any legislation considered by the General Assembly to amend Virginia’s Stormwater Management Law during the 2016 session must be fully consistent with the opt-in/opt-out provisions of the legislation (HB 1173, Hodges/SB 423, Hanger) that passed the General Assembly in 2014. VACo strongly opposes any legislation to amend Virginia’s Stormwater Management Law that will result in the imposition of any additional mandates or financial burdens upon local government.”

**GIVE YOUR INPUT:** To give additional consideration to proposals being considered by DEQ’s Stormwater SAG, VACo’s Environment and Agriculture Steering Committee is scheduled to hold a special meeting on Wednesday, October 14 in the 3<sup>rd</sup> floor Manager’s Conference of the Henrico County Administration Building.

The meeting of the Environment and Agriculture Steering Committee will take place five days before what is likely to be the final SAG meeting on Monday, October 19, between 10 a.m. and 4 p.m. That meeting, where final legislative recommendations are expected to be voted upon by the SAG, will be held in DEQ’s Piedmont Regional Office in Richmond’s west end.

**VACo Contact:** [Larry Land, CAE](#) (Land is a SAG member)

## Governor’s Ornament Tip



Henry County opened up a competition to all art teachers in their school system and chose Kristina Lynn Weldin of Magna Vista High School’s submission. It includes “Henry County in 100 words” and is a see through ball ornament with slips of red and green paper including single-word descriptions of the county. On the exterior is the hand-painted county seal with a touch of holly at the top. Henry County came up with a lovely way to get citizens involved in a county-wide program. Thank you Ms. Weldin for participating, and thank you, Henry County for getting involved!

Don’t forget – the deadline for submission is November 1!



Henry County Administrator Tim Hall poses with artist Kristina Lynn Weldin and the winning ornament.

## Go Green: October 9 deadline is near!

VACo members have until **October 9** to apply online to achieve certification under the 2015 Green Government Challenge, a friendly competition designed to encourage implementation of specific policies and practical actions to protect the environment and promote energy efficiency by local governments and the broader communities they serve. As in years past, those qualifying with at least 100 “green” points on the Go Green “scorecard” will be recognized at VACo’s Annual Conference in November.



This year’s score card has more action items, thereby presenting additional opportunities to compile points to reach the 100 level. Many of the new items will present opportunities for VACo members to build partnerships (both public and private) to expand efforts at building more resilient communities. For example, points can be earned by participating in the FEMA Community Rating System (CRS) program, a certification process that reduces risks and damages due to flooding with the reward of lower insurance premiums for policyholders. Another example is the ability to earn points by facilitating or supporting a “solarize” initiative in your community to lower the cost of solar panel installations through bulk purchasing.

As with the current challenge, there will be plenty of resources and examples available on the website for each action item. For more information and to register and complete the scorecard for the challenge go to [www.gogreenva.org](http://www.gogreenva.org).

Completed scorecards need to be submitted by **October 9, 2015**.

If you have any questions contact Larry Land, VACo’s Director of Policy Development, at [Lland@lvaco.org](mailto:Lland@lvaco.org) or by calling 804.343.2504.

### 35th Virginia Certified BZA Program

**Land Use Education Program**  
*education that brings Virginia's future into the present*



Planning Commissioners| BZA Officials| Planners  
**planvirginia.com**

**Opening Session:** November 16, 2015  
**Meeting Location:** Richmond Marriott Short Pump (Henrico County)

**Closing Session:** January 25, 2016  
**Meeting Location:** Richmond Marriott Short Pump (Henrico County)

**Lodging Cost:** \$89

**Fee to Attend:** \$500 per person

**Registration Deadline:** October 30, 2015  
Information available at [www.planvirginia.com](http://www.planvirginia.com).

**Contact**  
Michael Chandler | 804.794.6236 | [rmchan@vt.edu](mailto:rmchan@vt.edu)

Jonah Fogel | 804.527.4237 | [jfogel@vt.edu](mailto:jfogel@vt.edu)

### Funding the Future: A 21<sup>st</sup> Century CIP Primer for Local Governments sponsored by LUEP at Virginia Tech

**Opening Session:** October 29 | 1:30 p.m. - 5:30 p.m.  
**Meeting Location:** UVA/VA Tech Education Center

**Closing Session:** October 30 | 7:30 a.m. - 4 p.m.  
**Meeting Location:** Richmond Marriott Short Pump

**Lodging Cost:** \$89

**Fee to Attend:** \$175 for one, \$150 for two and \$125 each for 3+ from the same locality  
**Seating Capacity:** Limited to first 40 registrants

**Registration Deadline:** October 19

Registration information/form available at [www.planvirginia.com](http://www.planvirginia.com)

**Contact**  
Michael Chandler | 804.794.6236 | [rmchan@vt.edu](mailto:rmchan@vt.edu)

Jonah Fogel | 804.527.4237 | [jfogel@vt.edu](mailto:jfogel@vt.edu)

## VRS Achieves 4.7 Percent Return for Fiscal Year 2015

The Virginia Retirement System (VRS) achieved a 4.7 percent net return on its investment portfolio for fiscal year 2015, ending the year with \$68.1 billion in assets, setting a new high for the fund.

“Fiscal year 2015 saw fluctuations in the markets attributable to the concern about the state of the global economy,” said Chief Investment Officer Ronald D. Schmitz. “However, the VRS fund exceeded the benchmark set by the Board of Trustees. We continued to take a more conservative approach with an eye toward protecting the fund, which resulted in a return that exceeded our expectations even during a more volatile market.”

During fiscal year 2015, the major asset classes performed as follows:

- Real assets program returned 11.8 percent
- Private Equity program returned 8.3 percent
- Public Equity program returned 5.5 percent
- Strategic Opportunities Portfolio program returned 2.9 percent
- Fixed Income program returned 1.9 percent
- Credit Strategies program returned 1.1 percent

The portfolio included approximately \$7.7 billion in real assets, \$5.1 billion in private equity, \$28.4 billion in public equity, \$818 million in strategic opportunities portfolio, \$12.3 billion in fixed income and \$12.2 billion in credit strategies as of June 30, 2015.

“Based on current economic conditions, the VRS fund outperformed this year,” said VRS Board Chairman Robert L. Greene. “The staff did an impressive job of navigating a changing global market while taking advantage of opportunities to add value but also minimize risk. We will, however, continue to work toward the goal of providing over time a policy-targeted return to meet the actuarially assumed rate of return, which is 7 percent on an annualized basis.”

VRS ranks as the 22<sup>nd</sup> largest public or private pension fund in the U.S. and 49<sup>th</sup> largest in the world, serving approximately 660,000 members, retirees and beneficiaries. The active employees include about 146,000 teachers, 105,000 local government employees and 89,000 state employees. In addition, VRS provides benefits to more than 185,000 retirees and beneficiaries.

**VACo Contact:** [Erik Johnston, CAE](#)

## CAPTAIN ERIC YOUNG APPOINTED INTERIM POLICE CHIEF DURING SELECTION PROCESS FOR NEW CHIEF

On October 1, Captain Eric A. Young will be Interim Police Chief as appointed by County Administrator, Percy Ashcraft. Colonel Edward Frankenstein, Chief of Police for Prince George County, previously announced in April that he would retire effective October 1.

Captain Young will remain Interim Police Chief until a permanent Chief is selected through the hiring process led by Mr. Ashcraft and assisted by Waters & Company, a Springsted Company. Since 2014, the Prince George County Police Department has been an Accredited Agency by the Virginia Law Enforcement Professional Standards Commission.

Captain Eric A. Young has been with the Prince George County Police Department for over 23 years beginning his career as a Communications Officer. He then attended the 39th Class of Crater Criminal Justice Training Academy where he graduated as the top honor student in December of 1992. Since graduation, he has served as a Patrol Officer, JCOPPS Officer, Detective, and as a Supervisor. Captain Young was first promoted in May of 2001 to the position of Sergeant. As a Sergeant, he served as Supervisor in Vice & Narcotics as well as General Investigations. In January of 2006, he was promoted to the position of Captain. As a Captain, he has been the Commander of the Patrol Division and Detective Division. He currently serves as the Field Operations Commander and is responsible for Patrol, Community Policing, School Resource Officer Program, Marine Patrol, Auxiliary Officer Program, and K-9 Unit.



Captain Young holds a Police Science degree from John Tyler Community College and he is a graduate of the 249th FBI National Academy in Quantico. He is also a graduate of the Fourth National Criminal Justice Command College sponsored by the Virginia State Police and The University of Virginia.

Captain Young is married with two children. He enjoys outside activities and has coached youth sports for the last 12 years.

Percy Ashcraft, County Administrator, stated, “Eric Young is very capable to continue the excellence we appreciate from our Police Department. As the search for a permanent Chief of Police continues, we expect Captain Young to effectively operate the County’s largest department. Captain Young is a fine example of the professional personnel we have to serve the citizens in our community.”

Bill Robertson, Chairman of the Board of Supervisors, stated, “Captain Young has the full support of the Board of Supervisors during this interim period. Public safety is one of the core functions of County government – we believe Captain Young to be a skilled leader during this search process.”

**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.

**TAX TECHNICIAN | Albemarle County**

The Tax Technician performs complex clerical and technical work supervising and participating in the review and audit of tax records and returns; does related work as required. Work is performed under the general supervision to the Tax Collections Supervisor. Supervision is exercised over subordinate clerks. Essential functions include, and are not limited to the following - Prepares and maintains all tax records, business licenses, and provides assistance to taxpayers on difficult tax problems; opens incoming mail; prepares, checks and mails annual tax forms including personal property and business personal property; reviews business license applications. SALARY: Hiring Range: \$16.17 - \$19.40/ annual equivalent based on experience, education and internal equity. DEADLINE FOR APPLICATIONS: 10/14/2015.

**OPERATIONS FACILITATOR | Albemarle County**

The Operations Facilitator assists with planning, organizing and supervising the functions of the Revenue and Taxation Division including, billing and collection of all taxes, assessment of personal property, tax relief for the elderly and disabled, income tax preparation, delinquent debt collection, customer service and related assignments. Essential functions include, and are not limited to the following - Assists in the preparation and mailing of personal property and real estate bills for three mass billings utilizing quality control procedures to ensure accuracy and coordinating with vendors as required. SALARY: Hiring Range: \$18.61 - \$22.34/ based on qualifications and experience, and internal equity. DEADLINE FOR APPLICATIONS: 10/14/2015.

**CODE ENFORCEMENT OFFICER I | Campbell County**

This position enforces the provisions of building and inspection codes as provided in the Virginia Uniform Statewide Building Code and local ordinances; comprehends, interprets, and enforces state and local building codes, zoning and subdivision ordinances; erosion and sediment control ordinances; visually reviews plans for all types of structures to insure compliance with the various building

codes; independently inspects new and/ or existing or additions/alterations to existing structures and keeps records of all inspections and assists the public calling or visiting the office, provides permit application information and issues permits. Starting Salary Range: \$28,859-\$32,656, depending experience and qualifications. Applications may be downloaded from our website at [www.co.campbell.va.us](http://www.co.campbell.va.us). This position is open until filled.

**WATER TREATMENT PLANT OPERATOR | Gloucester County**

Depending on licensure level, performs semi-skilled to responsible technical work supporting the operation and maintenance of the Water Treatment Plant (WTP). Work involves collecting and testing water samples, recording results, controlling mechanical, electrical and chemical equipment involved in pumping and treating water, checking wastewater pump stations, flushing hydrants, responding to water quality complaints, and routine facilities and grounds upkeep. Reports to designated Lead Water Treatment Plant Operator. Hiring salary range \$24,724 to \$40,000 DOQ. Open until filled. Visit [www.gloucesterverva.jobs](http://www.gloucesterverva.jobs) to review complete job posting, job descriptions, and to apply online.

**ADMINISTRATIVE ASSISTANT | James City County**

\$26,277 or higher, DOQ; The James City County Service Authority (JCSA), which is located in the historic Williamsburg area, is seeking an individual familiar with computers and Microsoft programs to provide support for its various automated systems in support of JCSA operations. Position uses a Computerized Maintenance Management System (CMMS) and manipulates data bases. Daily duties include dispatching crews by radio, monitoring a Supervisory Control and Data Acquisition (SCADA) system, and serving as our subject matter liaison for water and sewer service issues. Accepting applications until position is filled. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at [jobs.jamescitycountyva.gov](http://jobs.jamescitycountyva.gov).

**ACCOUNTING MANAGER | Gloucester County**

Performs supervisory and advanced fiscal control and accounting work for the County's Finance Department. Work

also involves specialized preparation and maintenance of complex computer programs and operational routines for data processing systems. Reports to the Director of Financial Services. \$52,735.00 - \$84,376.00 Annually, DOQ. Application deadline 10/23/2015. For a complete job description and to apply on-line, visit our website at: [www.gloucesterverva.jobs](http://www.gloucesterverva.jobs).

**ERP ANALYST | City of Manassas**

Salary: \$64,646.40- \$106,662.40 The City of Manassas is looking for an expert to support a phased 3-year ERP System implementation. This individual will report to the IT Manager at Manassas City Hall in Old Town Manassas. The incumbent will be responsible for providing ERP management support to include planning, installation, configuration, operations, project management and maintenance of Enterprise Resource Planning (ERP) systems and applications. This job opportunity brings variety as our IT team supports Manassas Utilities & Public Works, City Police, Fire & Rescue, the Airport, Museum, and City Hall. Our team's skillsets continually grow and change with the introduction of new technology and challenges. Apply online at: <http://www.manassascity.org/hr/jobs>. Applications accepted until position is filled.

**COUNTY PLANNER | Richmond County**

This position is responsible for administration and enforcement of all Richmond County land development ordinances including but not limited to zoning, subdivision erosion/sediment control, and Bay Act Regulations. The position will serve as staff to the Richmond County Planning Commission and Board of Zoning Appeals. Salary range is \$26,000 - \$36,000 based on qualifications and experience. Applications and full job description may be obtained from the County Administrator Office, 101 Court Circle, Warsaw, Virginia 22572 or by calling 804.333.3415 or at [www.co.richmond.va.us](http://www.co.richmond.va.us). Submit letter of interest, completed county application form, minimum of three (3) professional references and resume to: Richmond County Administrator's Office, P.O. Box 1000, Warsaw, Virginia 22572. Applications due no later than 5 p.m. Friday, October 30.

**PLANNING ASSOCIATE | Louisa County**

The Planning Associate is also responsible for reviewing applications submitted to

the Community Development Department, providing code interpretation and making field inspections, as appropriate. He/she provides high quality service, direction and assistance to customers, visitors, developers and the general public by efficiently answering questions, and providing information in a timely manner regarding departmental policies and procedures. In addition, the Planning Associate receives applications; reviews for correctness and completeness; and initiates processing of each. Open until filled. Salary \$40,000. For more information and to apply, please visit [www.louisacounty.org](http://www.louisacounty.org).

**TOURISM MANAGER | Mecklenburg County**

Position is open until filled. Qualifications and Duties: Under minimal supervision, performs highly responsible administrative and marketing duties for Mecklenburg County. Work involves marketing of Mecklenburg County to foster a good public image and promote travel/tourism and tourism product development within the County. Work also involves attending joint planning sessions with neighboring counties, towns and states. Some travel is required both locally and regionally. Salary is negotiable based on experience. Employment applications can be obtained from: Office of County Administrator, Goode Bank Building, 350 Washington Street, Boydton, VA 23917 Or [Jenny.warren@mecklenburgva.com](mailto:Jenny.warren@mecklenburgva.com). Between the hours of 8:30 a.m. and 5 p.m., Monday through Friday. Applications and resumes must be returned to: Chairman, Personnel Committee, Board of Supervisors, Mecklenburg County, P.O. Box 307, Boydton, VA 23917. Those applicants meeting qualifications outlined in above will be notified in writing of the time, date and place for an interview.

**IT SYSTEMS ENGINEER - FIRE & EMS | Hanover County**

IT Systems Engineer – Fire & EMS Hanover Fire/EMS is seeking a candidate experienced in database management, Windows, Zoll, SharePoint and Crystal Reports. Responsibilities include, but not limited to, serving as Zoll Records Management Project Manager; building records management tools and reports for all divisions of the Fire/EMS department; implementing new technology initiatives and mandates; and working with vendors, internal and external customers and the public. The successful candidate must have excellent communications skills; outstanding teamwork ability; strong motivation; and desire to develop and

expand the IT needs of the department. Bachelor’s degree required, preferably in Information Systems, Computer Science or related field with relevant experience. Position is part of Career Development Program. Hiring range \$47,916 to \$81,444 plus benefits. For more information and to apply, please visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6489 (TDD# 356.6140).

**O/C CONVENIENCE CENTER ATTENDANT | James City County**

O/C CONVENIENCE CENTER ATTENDANT \$9.45/hour; On-Call; Solid Waste Division seeking individual to perform responsible service maintenance work operating one or more of the County’s Convenience Centers for disposal of residential refuse and recyclables on an as needed basis. Must have the ability to courteously and effectively communicate with public including enforcing regulations. Accepting applications until the position is filled. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at [jobs.jamescitycountyva.gov](http://jobs.jamescitycountyva.gov).

**F/T EMERGENCY COMMUNICATIONS OFFICER I/II | James City County**

\$32,668-35,126/year or higher, DOQ + benefits; Would you like to be a crucial link in public safety? James City County is seeking an Emergency Communications Officer. A comprehensive training program is provided to learn the necessary skills for the job. The job includes quickly and correctly determining the nature of the call, identifying the correct code, and using the Computer-Aided Dispatch system to log and dispatch emergency and non-emergency calls to the appropriate authority (Police, Fire, Emergency Medical Services, Animal Control, Game Warden, or James City Service Authority personnel). Growth opportunities are available. Applications will be accepted until positions are filled. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at [jobs.jamescitycountyva.gov](http://jobs.jamescitycountyva.gov).

**TEMP - PROBATION OFFICER | James City County**

\$16.89/hour; temporary position; approximately 24 hours per week. James City County Colonial Community Corrections is seeking someone to provide evidence based supervision for probationers referred by the General District and Juvenile Domestic Relations courts. Accepting applications until the position is filled. Only online applications to our website will

be considered. To apply, please visit the James City County Career Center at [jobs.jamescitycountyva.gov](http://jobs.jamescitycountyva.gov).

**DIRECTOR OF HUMAN RESOURCES | Fairfax County**

The Human Resources Department administers a wide range of personnel services for County employees and oversees employee benefits administration, workforce planning and compensation, employee relations and policy development and administration, workforce readiness and workforce recruitment and staffing. The Department functions as a strategic partner within County government and Fairfax County’s community partners. The Fiscal Year 2016 budget for the department is \$7,306,424 and the department employs a staff of seventy-four (74). A full profile describing the Department, the Director’s position and the County can be viewed at <https://waters-company.recruitmenthome.com/postings/607>. The salary for the position is negotiable dependent upon the candidate’s education and experience. The application deadline is October 16, 2015. To be considered, please submit a cover letter, résumé with salary history and five (5) professional references online by visiting Waters & Company Executive Recruitment (WCER) website at <https://waters-company.recruitmenthome.com>. For more information, please contact John Anzivino at [Richmond@waters-company.com](mailto:Richmond@waters-company.com).

**TOWN MANAGER | Town of Cary, N.C.**

The Town of Cary, North Carolina (155,227), a world-class community situated in the counties of Wake and Chatham and conveniently located adjacent to the state capital of Raleigh, invites candidates to apply for the position of Town Manager. The Town is governed under the council-manager form of government, with the Town Manager serving as the chief administrative officer of Cary’s government. The Town Manager is charged with the responsibility of managing the day-to-day operations of the Town, coordinating work among Town departments and ensuring that the Town operates as a smoothly functioning organization which provides a high level of service to its citizens. For Fiscal Year 2016, the Town is operating with a budget of \$218 million and a staff of 1,239 employees that provide services from fifteen departments. A full profile describing the Town and the Town Manager’s position may be found at <https://www.townofcary.org/> or our website, <https://waters-company.recruitmenthome.com>.

[com/postings/609](#). The salary for the position is negotiable dependent upon the candidate's qualifications and experience. The application deadline for the position is October 14, 2015. To be considered, please submit your cover letter, résumé with salary history, and five professional references online at <https://waters-company.recruitmenthome.com>. For more information, please contact John Anzivino at [richmond@waters-company.com](mailto:richmond@waters-company.com).

**AREA TRAFFIC ENGINEER | VDOT**

Area Traffic Engineer #22588. Location: Staunton, VA. VDOT is seeking a licensed professional engineer to support the Regional Traffic Engineer and Regional Operations organization. This current position is located at our Satellite Office in the Culpeper District Office. The qualified candidate will manage the North Western Regional Operations (NWRO) Culpeper Traffic Engineering Section which is primarily responsible for studies and plans in support of the District's Residencies & Maintenance, Location & Design project and plan review/analysis, Land Development TIA & Plan Review, as well as overseeing the District Safety Program. View details & knowledge, skills, & abilities for applicant evaluation at local VEC or <http://www.vdot.jobs>. TDD 1.800.828.1120. For more information and to apply, visit [www.vdot.jobs](http://www.vdot.jobs) or <https://virginiajobs.peopleadmin.com/postings/23531>.

**LEAD WATER TREATMENT PLANT OPERATOR | City of Chesapeake**

Salary: \$41,205. [www.jobs.cityofchesapeake.net](http://www.jobs.cityofchesapeake.net). Oversees junior operators and oversees treatment operations at either of two water treatment plants. Provides training on water treatment processes and systems and overall plant operations. Work involves scheduling operators, dispatching service calls for after hour's operations, calibrating plant equipment, monitoring physical and chemical water treatment processes and managing the wastewater system within the plant. Maintains operational logs and performs routine laboratory tests, analyzes results and makes adjustments, as needed. Instructions to Applicant: For a detailed job description and an opportunity to apply, please visit [www.jobs.cityofchesapeake.net](http://www.jobs.cityofchesapeake.net).

**PRE-TRIAL INVESTIGATOR | Hanover County**

This is a PART-TIME (24 hrs. per week) paraprofessional position with partial benefits. Hanover County's Community Corrections Department is seeking a

qualified candidate to perform routine tasks to make recommendations to the court, identifying defendants who are pretrial detainees and cannot make bond and supervise defendants pending trial and sentencing. The successful candidate must have knowledge of the criminal justice systems and judicial procedures. Requires a Bachelor's degree and successful completion of the Department of Criminal Justice Services basic skills with a minimum of two (2) years related experience. For more information and to apply, please visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6489, (TDD# 365.6140) EOE/MFDV.

**IT DIVISION DIRECTOR | Hanover County**

Seeking an IT Division Director to lead the Hanover County Application and Customer Service team. This is an executive level, professional position, reporting to the Director of Information Technology. The incumbent leads a division within Information Technology that is responsible for enterprise applications, business applications, Sql Server, GIS, and service desk. Starting salary range: \$82,487- \$111,353, plus benefits. For more information and to apply, please visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6489, (TDD# 365.6140).

**ENVIRONMENTAL CODE ENFORCEMENT OFFICER I | Campbell County**

The Campbell County Department of Community Development is looking for a motivated, detail oriented, and customer service oriented candidate to fill the position of Environmental Code Enforcement Officer I. This position is responsible for assisting the Environmental Manager in the day to day operations of the Environmental Program; enforces the provisions of the Virginia Erosion and Sediment Control and Storm water programs; comprehends, interprets, and enforces other environmental ordinances. Starting Salary Range: \$28,859-\$32,156, depending experience and qualifications. Applications may be downloaded from our website at [www.co.campbell.va.us](http://www.co.campbell.va.us). This position is open until filled.

**DIRECTOR OF COMMUNITY DEVELOPMENT | Northumberland County**

Duties include: performing technical planning and community development tasks; coordinating the Planning Commission meetings and working with the Board of Supervisors; occasional evening

and weekend meetings may be required; collaborating/assisting with other staff on zoning/subdivision/bay act/as well as various other ordinances and documents; submitting and maintaining grants; project management; and overseeing public works. For an application and/or a complete job description, contact the County Administrator's Office in Heathsville, P.O. Box 129, Heathsville, VA 22473, 580-7666 (voice), or obtain information at [www.co.northumberland.va.us](http://www.co.northumberland.va.us). To apply, submit completed county application with resume to Northumberland County Administrator's Office, P.O. Box 129, Heathsville, VA 22473. Applications will be accepted until position is filled.

**DIRECTOR OF FINANCE | Rockingham County**

Primary Objective: To manage the fiscal services department and serve as a chief financial officer with the Treasurer. Supervise professional and clerical staff by meeting formally and informally, individually and in groups, for status reports and to provide direction and instruction. Assess employee conduct and performance and take appropriate action. SALARY: Hiring Range: \$74,000 - \$118,500 based on experience, education and internal equity. Open Until Filled. Visit [www.rockinghamcountyva.gov](http://www.rockinghamcountyva.gov) for more information. Click the employment tab for a link to the application.

**DIRECTOR OF MENTAL HEALTH, SUBSTANCE ABUSE, & DEVELOPMENTAL SERVICES | Loudoun County**

Loudoun County, Virginia is searching for a Director of Mental Health, Substance Abuse and Developmental Services (MHSADS) to lead the department of 351 FTEs with an approved FY 2016 expenditure budget of \$36.3 million. The department provides a wide variety of services for citizens of all ages to stabilize acute situations and to enable people with mental disabilities to live independently and successfully in the community. The hiring salary range is \$140,000 to \$160,000, depending on qualifications, with an excellent benefit package. Applications will be accepted electronically by The Novak Consulting Group and will be kept confidential. To apply, go to <http://thenovakconsultinggroup.com/jobs> to complete a brief online form and then submit in one document a cover letter, resume with a list of 3-5 professional references, and five-year salary history. Open until filled with initial review of applications October 26, 2015.



#### **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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