

# COUNTY CONNECTIONS

The Newsletter of the  
Virginia Association of Counties

November 18, 2015



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## VACo Elects Judy Lyttle President for 2015-2016

The membership of the Virginia Association of Counties elected Surry County Chair Judy S. Lyttle as 2015-2016 President during VACo's 81<sup>st</sup> Annual Conference in Bath County. Lyttle and other newly elected officers started their terms at the association's Annual Business Meeting on November 10.

Lyttle succeeds Fairfax County Supervisor Penny Gross. She becomes the first President from Surry County and the third from VACo's Region 1 since 2009.

"It is an honor to lead the association," Lyttle said. "Years ago, being VACo President was not in my future plans but here I am. I'm truly excited about the opportunity, and will do my best to help VACo move forward."

Lyttle is familiar with VACo's educational opportunities having participated in the Supervisors' Forum and the Chairs' Institute. She is a 2006 graduate of the Certified County Supervisors' Program.

"I plan to devote some of my efforts to strengthening VACo's Educational Programs," Lyttle said. "I believe in the power of education, and it is my hope that we can help every supervisor become a better elected official through education."

Lyttle became the first African-American woman to sit on the Surry County Board of Supervisors when she was elected in 1999. She currently serves as Chair and also has served as Vice Chair.

"Judy is a quiet but strong presence in our association," VACo Executive Director James D. Campbell said. "Judy takes the time to know her fellow supervisors across the state. She is known for building friendships, learning from others as well as bringing people together."

Lyttle joined the VACo Board of Directors in 2006. She became VACo's Second Vice President in 2013.

"My love for public service has grown stronger over the years because I know I've made a difference," Lyttle said. "I love people and I love serving people. When you have that in your heart, you are able to handle anything with a smile."

Lyttle retired after working 33 years as a Program Assistant and Assistant Manager with the U.S. Department of Agriculture. She graduated from Westside High School in Isle of Wight County and attended Virginia State University. She serves on numerous boards and committees. Lyttle is married to James Lyttle and they have two daughters – Andrea and Darylnet.

### [VACo 2015-16 Executive Committee](#)

**President:** [Judy S. Lyttle](#) | Surry County

**President-Elect:** [Mary W. Biggs](#) | Montgomery County

**First Vice President:** [William A. Robertson, Jr.](#) | Prince George County

**Second Vice President:** [Sherrin C. Alsop](#) | King and Queen County

**Secretary-Treasurer:** [Donald L. Hart, Jr.](#) | Accomack County

**Immediate Past-President:** [Penelope A. Gross](#) | Fairfax County

[VACo 2015-16 Board Directors](#) | [VACo Regional Map](#)



## VACo Honors Gerry Hyland with Jefferson Cup

The Virginia Association of Counties presented its most prestigious award to former VACo President and current Fairfax County Supervisor Gerald W. Hyland on November 8 during VACo's 81<sup>st</sup> Annual Conference in Bath County.

[Watch the video](#)

"Gerry will complete his sixth term as Fairfax County Supervisor at the end of 2015," VACo Executive Director James D. Campbell said. "We are honored to present the Jefferson Cup to a man so devoted to his community and to county government. Gerry has served on the VACo Board of Directors for 27 years and has been a key liaison to the National Association of Counties during that time. He is well-deserving of our association's highest honor."

Hyland was the sixth Fairfax County Supervisor to serve as VACo President when he was elected in 2002. The former 30-year Air Force veteran contributed his time and talent to multiple VACo committees as well as assisting and partnering with supervisors from across the state.

But it is perhaps his work as Virginia's representative to NACo that will leave the longest impression. Hyland is known as a man who builds trust and partnerships across all sizes of county government and with state and federal officials.

"I have served on the VACo Board of Directors for the past 19 years," said Past President and fellow Fairfax County Supervisor Penny Gross. No former VACo board member has more 'street cred' in VACo and NACo than Gerry Hyland. During his many terms in office, Gerry has built bridges to elected officials in other counties and other states, which helped put VACo on the national map."

Hyland is a member of the NACo Board of Directors through his VACo appointment. He has diligently served on numerous NACo committees and task forces, including the Finance Committee and the Programs and Services Committee.

Early this year, Hyland announced his retirement from the Fairfax County Board of Supervisors effective December 31. The Supervisor said his decision to retire "was one of the most difficult things in my life. Nothing has given me more satisfaction than the opportunity to make a difference in people's lives."

Hyland runs a private law practice, Hyland and Hyland. He also owns a working farm on Virginia's Eastern Shore.

Hyland is the first Jefferson Cup recipient since 2012 when VACo honored former Henrico County Manager Virgil Hazelett.

[Jefferson Cup Recipients](#)



## VACo Annual Conference Update

What a great conference! Thank you to all who participated in making the 81<sup>st</sup> VACo Annual Conference our best yet. Thank you to the 2015 Conference Planning Committee Chair Mary Biggs, Supervisor, Montgomery County and all of the committee members for your guidance on increasing audience participation and interaction and conference format. The general and concurrent sessions were packed with information of interest to counties and can be reviewed on our [2015 Annual Conference Recap](#) page.

Mulligan sales from the annual golf tournament were higher than any we can remember in recent history. Participants bought around \$200 worth. All sales will go to a local Bath County non-profit, [Bath Animal Welfare Foundation](#). BAWF provides low-cost and free spay/neuter procedures in addition to providing food and shelter to pets up for adoption.

This year there was free WIFI throughout the conference area. Reports generated show this addition was a success. Thank you Shockey for your sponsorship.

In 2015, we had a conference app with several more features than what we've had in the past. Reports show that we had a great turnout, and that attendees used the schedule, evaluation and feedback features. Thank you to all who embraced this new way of navigating and evaluating the conference.

Be on the lookout for the responses listed on the "Virginia Counties Care" map that was at the Annual Conference Attendee Registration Desk. Thank you to all who participated. We're developing ways to incorporate this kind of general mapping of needs, lessons learned and other information into other educational programs. If you have a suggestions, don't hesitate to let us know your ideas.

Don't forget to sign up for a Steering Committee. Forms found in packets or [online](#). Due by December 15. Remember, you must sign up every year. Your 2015 committee status does not automatically roll over. If you do not submit a [form](#) for 2016, you will not be on a committee.

Thank you, again, for participating in the 2015 VACo Annual Conference. Consider joining the 2016 Conference Planning Committee to be in it from the beginning!

**VACo Contact:** [Amy Elizabeth Vealey, CMP](#)





# AUGUSTA COUNTY BOARD OF SUPERVISORS APPOINTS NEW COUNTY ADMINISTRATOR

After the completion of a nationwide search, the Augusta County Board of Supervisors is pleased to announce the selection of Timothy K. Fitzgerald as the County's next Administrator. Fitzgerald follows Pat Coffield, who is retiring after serving as Augusta County Administrator since 1990. The Board received 31 applicants, which were narrowed to four before interviews in early October.

A lifelong resident of Augusta County, Fitzgerald holds a Bachelor's Degree in Management and Organizational Development from Eastern Mennonite University, a Master's degree in Transportation Policy from George Mason University and is a graduate of the Senior Executive Institute at the Weldon Cooper Center for Public Service at the University of Virginia.

Fitzgerald is an International City/County Management Association Credentialed Manager, and serves as an Executive Board member for the Virginia Local Government Management Association and on the Advisory Board for Graduate Education for the International City/ County Management Association.

Fitzgerald has served Augusta County since 2010 as Director of Community Development and brings a wealth of experience, strong leadership and knowledge of local issues that will keep Augusta County moving forward. Prior to his time with Augusta County, he served at the state government level for 15 years with the Virginia Department of Transportation.

"The Board is excited about the appointment of Mr. Fitzgerald as County Administrator" said Michael Shull, Chairman of the Augusta County Board of Supervisors. "His dedication, experience and work ethic will provide solid leadership for the future of Augusta County."

Fitzgerald lives in Mint Spring with his wife Michelle and their two children, Preston and Allison. He will begin his duties on January 1, 2016.

## Roanoke County Names Director of Management and Budget Office

Roanoke County Administrator Thomas Gates today announced the appointment of Christopher R. Bever as Director of the Office of Management and Budget.

"Chris joins our team at an important time in our organization as we continue to place greater emphasis on fiscal accountability. His expertise in fiscal planning and his commitment to open, citizen involved budgeting will be immediately beneficial," said Gates. "I look forward to working with Chris in the development of a budget process that focuses on the priorities and service delivery needs of our community."



Bever currently serves as Assistant Director of the Office of Management and Budget for the City of Alexandria.

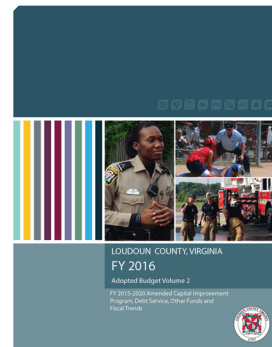
"I am excited to continue my career in public service with Roanoke County," said Bever. "I look forward to working with County administration and departments to strengthen the efficiency and effectiveness of operations and ensure the thoughtful use of County resources."

Bever brings 12 years of experience in capital and operating budget development; capital improvement programming; funding strategies; operations analysis; and long-range fiscal planning.

Bever holds a Bachelor of Arts in Political Science and a Master of Public Administration from the University of South Carolina.

Bever will assume his new position November 16.

## Loudoun Receives National Recognition for Budget Presentation



Loudoun County has received a Distinguished Budget Presentation Award from the Government Finance Officers Association of the United States and Canada (GFOA) for the Fiscal Year 2016 budget, County Administrator Tim Hemstreet announced Wednesday.

The association cites the Board of Supervisors and Loudoun County government staff for a "commitment to meeting the highest principles of governmental budgeting." To receive the award, Loudoun County had to satisfy nationally recognized guidelines designed to assess how well the budget serves as a policy document, a financial plan, an operations guide and a communications device.

In addition to the Distinguished Budget Presentation Award, a Certificate of Recognition for Budget Presentation has been presented to Budget Officer Erin McLellan.

The GFOA is a nonprofit, professional association serving more than 18,000 government finance professionals throughout North America.

More information about the Loudoun County budget, including the complete FY 2016 budget document, is available at [www.loudoun.gov/budget](http://www.loudoun.gov/budget).

## Governor Appoints Erik Johnston as Deputy Policy Director



Governor Terry McAuliffe announced the appointment of Erik Johnston as Deputy Policy Director in the Office of the Governor. Johnston currently serves as the Director of Government Affairs for VACo.

The Governor's press release emphasized that Johnston and the other appointees will join McAuliffe's Administration focused on finding common ground with members of both parties on issues that will build a new Virginia economy and create more jobs across the Commonwealth.

"I am honored to be appointed by the Governor to this new role, and I look forward to working on the common ground issues that he is focused on," said Johnston.

Johnston added, "It has been a true honor working with the leadership, members and the excellent team of staff professionals at VACo. I have been inspired by county leaders coming together despite regional and political differences to tackle the challenges and seize the opportunities facing our Commonwealth."

Johnston joined VACo in 2013 and served as VACo's chief lobbyist on economic development, planning, compensation, retirement and multiple general government issues. Prior to that, he served as an Associate Legislative Director for the National Association of Counties for eight years.

He grew up in Roanoke County and now resides in Chesterfield County. He received his Bachelor's degree in Political Science and International Affairs from the University of Mary Washington and his Master's degree in Public Administration and Graduate Certificate in Local Government Management from Virginia Tech.

## Amy Vealey earns CMP



Amy Elizabeth Vealey, VACo Operations & Support Coordinator, has recently earned her designation as a Certified Meeting Professional (CMP). To be certified as a CMP, an applicant must obtain a minimum number of years of experience planning and organizing meetings, seminars and conferences, complete multiple hours of specialized professional development courses and pass an examination that tests fundamental knowledge in all areas of meeting planning.

The CMP program and exam is based on the CMP International Standards. All exam items are related to this body of knowledge, which includes these 10 domains: Strategic Planning, Project Management, Risk Management, Financial Management, Human Resources, Stakeholder Management, Meeting or Event Design, Site Management, Marketing and Professionalism. Those who are successful in obtaining the CMP designation have demonstrated a mastery of the 10 domains.

Vealey joined VACo in January 2012 as the administrative assistant and worked to develop the Operations & Support Coordinator position created in July 2013. She holds a bachelor's degree in both history and psychology, and a graduate certificate in historic preservation planning, all from Virginia Commonwealth University. She joined VACo after a long run working in the private sector and nonprofit worlds.

## Disaster Recovery

Disaster recovery is the area of planning that deals with protecting an organization's information resources from the effects of negative events. Negative events being anything ranging from cyberattacks to natural disasters.

It is a best practice to develop a disaster recovery plan which should include at the least, policies, procedures and what should be done if one of these events takes place to minimize the effects of the event on the organization. The idea being if a plan is already developed then all involved know what needs to be done, how it needs to be done and whom is responsible for the individual parts.

In information technology, disaster recovery steps may include restoring servers from backups, repairing telephone resources and repairing networks to meet immediate organizational needs.

Do you have a plan? What is in that plan? Has the plan ever been tested? Do you have the necessary resources to recover from such an incident?

VACo Contact: [John Kandris](#)





Spotlight on Lancaster County

Settled in the mid-1600s, Lancaster County is located at the southeastern tip of Virginia's Northern Neck, approximately 75 miles east of Richmond. The Towns of White Stone, Irvington and Kilmarnock are situated within its bounds. Belle Isle State Park is located in Lancaster County, which also hosts several small museums to interpret the heritage of the watermen, the Town of Kilmarnock, the era of steamboats, and the history of the county. The County is HUBZone-qualified, with Bon Secours Rappahannock General Hospital and branch of Rappahannock Community College in Kilmarnock.



Back Inn Time B&B, Kilmarnock



Hope & Glory Inn, Irvington



Aerial view of The Tides Inn, Irvington. Photo courtesy of The Tides Inn.

December events include the Holly & the Ivy, a Christmas sing-a-long at Historic Christ Church, one of the best-preserved Colonial churches in the Commonwealth. The event, with The Chesapeake Chorale, features traditional songs, carols, and music in the beautifully "greened" church. On Friday, December 11, at 7pm, magic comes to Kilmarnock in the form of the 37th Annual Lighted Christmas Parade. Also during December, the Rappahannock Arts League hosts a "Holiday Shop" where members sell their quality hand-crafted items and art. For more information on Lancaster County events, visit [www.tlcva.com](http://www.tlcva.com).



Rappahannock Art League's Holiday Shop



Lancaster County is part of the Northern Neck Heritage Area, covering a five-county historic peninsula between the Potomac and Rappahannock Rivers, fronting on the Chesapeake Bay. For more information or to visit the Northern Neck, call 804.333.1919 or visit [www.northernneck.org](http://www.northernneck.org).



Mark Your Calendars

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, CMP

VACo County Supervisors' Forum

January 8-10, 2016 Richmond Marriott Short Pump



Registration Form Preliminary Agenda 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, CMP

Thank you, Virginia counties! We have received over 60 ornaments to date, and they're still coming.

We will keep updating VACo's ornament site as they arrive.

Make sure to check out the Executive Mansion's Special Events page for four times during December.

Governor's Ornament Program
2015 Holidays at The Executive Mansion
Below are examples of ornaments that have been submitted
Don't forget the deadline is November 2



# VACo Recognizes Graduates of the Virginia Certified County Supervisors' Program



The Virginia Association of Counties (VACo) and the Virginia Cooperative Extension recognized the 10<sup>th</sup> class of the Virginia Certified County Supervisors' Program on November 8 during VACo's 81<sup>st</sup> Annual Conference in Bath County.

The Virginia Certified County Supervisors' Program is a partnership between the Virginia Cooperative Extension, Virginia Tech and VACo to provide training to enhance the leadership and decision-making skills of county supervisors in the Commonwealth.

The four graduates of the 18-month certification program are:

**Pattie Cooper-Jones**, Prince Edward County

**Jane D. Dittmar**, Albemarle County

**Stephanie L. Koren**, Louisa County

**Jack White**, Mathews County

The Virginia Certified County Supervisors' Program was created to provide VACo members more in-depth knowledge about government operations.

"Congratulations to our four newest graduates on completing one of VACo's premier educational programs," said James D. Campbell, VACo Executive Director. "We now have more than 50 graduates from 39 counties since the program's first class in 2006. VACo offers a number of quality educational opportunities, and the Virginia Certified County Supervisors' Program continues to be one of our best offerings."

Newly elected VACo President Judy Lyttle is a 2006 graduate of the program. "I encourage fellow supervisors to enroll in this smart, challenging and fulfilling program that continues to help me as I serve the citizens of Surry County," Lyttle said.

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

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

For more information about the County Supervisor Certification Program, contact [Phyllis Errico](mailto:Phyllis Errico), General Counsel, at [perrico@vaco.org](mailto:perrico@vaco.org) or 804.343.2509.

## [Supervisor Certification Past Graduates](#)

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

## VACo Adopts 2016 Legislative Program

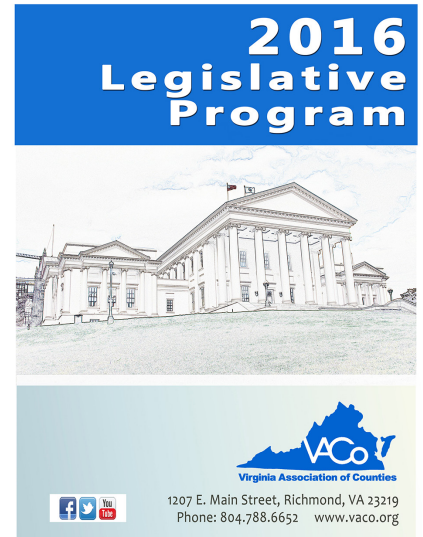
After several months of staff preparations, steering committee meetings and lively debate during the association’s annual conference, VACo adopted its [2016 Legislative Program](#) on November 10.

VACo membership identified K-12 Public Education Funding as the association’s overarching legislative priority for the 2016 General Assembly Session.

VACo’s legislative priority is:

*To assure each child in Virginia a quality education necessary for their success, VACo calls upon the Governor and General Assembly to fully fund the Standards of Quality as recommended by the Board of Education and the Standards of Accreditation.*

*The provision of a quality education for all Virginia’s children is the most important function of state and local government. When adjusted for inflation, state per pupil spending on public education is less than funding levels in FY 2005. With increased educational mandates, increased students and state policy changes that decreased education funding local school divisions have had to eliminate important academic programs, cut instructional and support staff, and increase class sizes, despite strong local efforts to improve efficiencies in public education. VACo looks forward to working with the Governor and General Assembly to address these serious challenges facing public education in our Commonwealth.*



VACo’s [2016 Legislative Program](#) also addresses other priorities. In the realm of Economic Development and Planning, VACo’s members support maintaining local authority to plan and regulate land use and oppose any legislation that weakens these key local responsibilities. The top priority in Environment and Agriculture is Water Quality Improvement Funding. And the priority in Finance is to support the authority of county governments to levy and collect revenue from local business taxes.

Broadband, Health and Human Resources Funding, K-12 Workforce Development Cooperation, Devolution of Secondary Roads, Local-State Transportation Funding and Cooperation and Transportation Revenue Sharing are other legislative priorities. Also, VACo plans to concentrate efforts toward beating back anticipated legislation to eliminate the authority of local governments to impose the Business, Professional and Licensing (BPOL) tax during the 2016 legislative session.

[VACo’s 2016 Legislative Program](#) | VACo Contact: [Dean Lynch, CAE](#)

## VACo Recognizes Winners of Go Green Program

The Virginia Association of Counties (VACo) is pleased to announce the recipients of the 2015 Go Green Awards, a program designed to encourage implementation of specific environmental policies and practical actions that reduce emissions and save local governments money.

The winning counties are:

- Albemarle County
- Arlington County
- Chesterfield County
- Henrico County
- James City County
- Louisa County



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

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

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

Visit [www.GoGreenVA.org](http://www.GoGreenVA.org) for more information.

[Go Green Past Winners](#)



## RRPDC APPOINTS NEW EXECUTIVE DIRECTOR

*Regional Commission hires Northern Shenandoah Valley's Martha Shickle*

The Richmond Regional Planning District Commission (RRPDC) recently appointed Martha Shickle to serve as the regional commission's Executive Director. Shickle currently serves as Executive Director for the Northern Shenandoah Valley Regional Commission (NSVRC), where she is responsible for the Commission's general operations, strategic planning and program development. Previously, she served as the Neighborhood Revitalization Director for the City of Winchester.

"I am thrilled to join the Richmond Regional Planning District Commission and for the opportunity to build upon the many exciting projects striving to improve the quality of life throughout the RVA region," Shickle said. "The Richmond region is a growing and vibrant community, and I look forward to rolling up my sleeves to advance the community's goals and priorities."

A native of the Northern Shenandoah Valley, Shickle earned a Bachelor of Arts degree in Sociology from the College of William and Mary and a Master of Public Administration degree from George Mason University. In 2013, Shickle received the Garland Thayer Award from People Incorporated, which recognizes the contributions of community leaders who embody the non-profit's work to help economically disadvantaged people. She was named as one of Virginia's *Top 40 Under 40 in Housing* by the Virginia Housing Development Authority and Virginia Housing Coalition in 2012.



"She is the right leader at the right time to direct the commission during this period of great progress in the Richmond region," said David Williams, Chairman of the RRPDC and a member of the Powhatan County Board of Supervisors. "We were impressed with the way she immerses herself in serving the people of the community. Her expertise in regional collaboration and record of success in Virginia make her a wonderful complement to the Richmond region."

Shickle will replace Robert A. Crum, Jr., who recently left the RRPDC to become Executive Director for the Hampton Roads Planning District Commission. RRPDC's Director of Planning Barbara V. Jacocks has served as Interim Executive Director since June. Shickle's appointment represents the culmination of a nationwide search that attracted more than 30 applicants from across the country.

In lieu of contracting with an outside consulting firm, the RRPDC utilized the region's resources by creating an ad hoc committee of human resources professionals from the local jurisdictions. The committee worked collaboratively to recruit applicants and perform the initial vetting process. The RRPDC Executive Committee comprised of one elected official from each local jurisdiction evaluated and interviewed candidates before recommending Shickle to the full RRPDC board.

"The professional assistance of the committee of human resource managers exemplified regional cooperation and success," said Williams. "The quality of information shared and work performed by these local employees demonstrates the splendid resources we have as a region. They proved that together, we can deliver amazing results in a cost-efficient manner and they helped us achieve our goals in less than six months."

The Richmond Regional Planning District Commission is an intergovernmental agency that facilitates collaboration among the nine local jurisdictions in the Richmond region. The 33-member RRPDC board includes 22 elected officials, seven local Planning Commission members, and four citizens representing the 1 million residents of the Town of Ashland, the City of Richmond, and the Counties of Charles City, Chesterfield, Goochland, Hanover, Henrico, New Kent, and Powhatan.

The RRPDC is the contracted agency to administer the Richmond Regional Transportation Planning Organization (RRTPO), the federally-designated forum for regional transportation decision-making and funds-allocating. The RRTPO is responsible for planning and programming regional transportation projects. It is the region's only transportation body comprised of elected officials from all nine local jurisdictions and officials from regional, state, and federal transportation agencies.

The RRPDC has joined with the Greater Richmond Chamber of Commerce to create the Capital Region Collaborative (CRC), which engaged residents in a community-wide process of identifying eight priority areas for improving the quality of life in the region. As part of that cooperative effort, the RRPDC is building a regional indicators program that uses key metrics to benchmark the region's progress over time and compare it to other peer communities.



**DEPARTMENT OF  
FIRE RESCUE AND  
EMERGENCY  
MANAGEMENT**

Fauquier County Department of Fire Rescue  
And Emergency Management  
62 Culpeper Street  
Warrenton, VA 20186  
Local and International - (540) 422-8800  
Web- <http://fcfra.camp9.org/>

**For Immediate Release**

# Press Release

## Fire Rescue Battalion Chief receives state award



*A representative of the SAR, reads the award to Battalion Chief Natasha Randall with Fire Rescue Chief Tom Billington and Board Of Supervisor Chris Granger assisting.*

Battalion Chief Natasha Randall of the Fauquier County Department of Fire & Rescue, has received the 2015 Virginia State Society Emergency Medical Services Person of the Year award from the Virginia Society Sons of American Revolution.

Chief Randall received the award Thursday, November 12, 2015 at the Fauquier County Board of Supervisors meeting.

The SAR in Virginia selects the honoree among 26 chapter-level winners for the Fire Rescue Person of the Year Award.

Chief Randall was recognized for her leadership in leading a multi county emergency medical protocol project. Thomas Billington, Fauquier's fire rescue Chief commented " It is the high caliber personnel both career and volunteer in our county that make Fauquier County's Fire and Rescue Services among the best in Virginia"

*Fauquier County Department of Fire Rescue and Emergency Management 540-422-8800- [fauquierfirerescue.org](http://fauquierfirerescue.org)*



## 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.

### COUNTY ADMINISTRATOR | Carroll County

The County Administrator is an appointive position that serves at the pleasure of the Board of Supervisors as the administrative head for the County providing organizational oversight and vision. Performs complex executive work planning, directing and coordinating the overall operation of the County, serving as chief administrative and operating officer, ensuring proper operations, staffing and budgeting, advising and assisting the Board of Supervisors with operations and governance, planning, organizing and directing planning activities, services, programs and staff, and related work as apparent or assigned. To be considered for this position, please submit a cover letter, detailed resume including career accomplishments and salary history, completed County Application and list of 5 professional references to the Human Resources Department. Attention: Michelle Dalton, HR Director, 605-1 Pine Street, Hillsville, VA 24343. Tel: 276.730.3103 Fax: 276.730.3175. A County Application and County Administrator Recruitment Profile is located in the Employment section of the County's website: [www.carrollcountyva.org](http://www.carrollcountyva.org). Position will remain open until filled. Application review will begin January 11, 2016.

### DIRECTOR, PLANNING AND DEVELOPMENT | Charles City County

Ideal candidates will be those that possess the skills to manage departmental goals and objectives, while having the knowledge and ability to perform all manner of planning, zoning, and development functions. County is in the beginning stages of implementing a Strategic Economic Development Plan and the successful candidate will be in the forefront of this effort. The deadline for applications is 4:30 p.m., November 30, 2015. Competitive starting salary DOQ, including excellent benefits package. To be considered, please go to [www.co.charles-city.va.us](http://www.co.charles-city.va.us) to find a County Application and view the full job description. A County Application along with a resume and cover letter should be addressed to the Management Services Department. 10900 Courthouse Road, Charles City, Virginia 23030, and sent via email with the subject

line "Development Director Application" to [ljones@co.charles-city.va.us](mailto:ljones@co.charles-city.va.us). Mailed or paper application packages will not be accepted. For questions, please call 804.652.4701.

### ASSISTANT ENVIRONMENTAL SERVICES DIRECTOR | Town of Culpeper

Salary Range - \$54,619.98 - \$87,391.97. The successful candidate will perform difficult technical work supervising the operation and maintenance of a wastewater treatment plant and water treatment plant; provide administrative oversight of departmental functions; interact with consulting engineers regarding development of significant capital improvement projects, process changes and upgrades and equipment upgrades; assist with development of annual departmental operations and capital improvement budgets; assist with development of departmental plans, policies and procedures. Application and position profile are available at [www.culpeperva.gov](http://www.culpeperva.gov). Open until filled.

### CABLE TV TECHNICAL DIRECTOR | Town of Culpeper

Salary Range - \$30,187.92 - \$48,300.67. The successful candidate will operate video cameras and video editing equipment in the studio and at sites; conduct editing of digital and taped product; develop graphics to support filmed programs using Adobe Premier, After Effects, and Photoshop; setup for in-studio shoots, including set design, audio equipment and lighting; check functioning of equipment and perform preventive maintenance and minor or emergency repairs; schedule filming operations; organize and maintain video file footage library; and perform other duties as assigned. Application and position profile are available at [www.culpeperva.gov](http://www.culpeperva.gov).

### SENIOR ACCOUNTANT | Albemarle County

The Senior Accountant performs complex professional accounting work in the review, maintenance and preparation of accounting and financial records. Plans, directs, and supervises the operational activities of the accounting staff. Work is performed under limited supervision and with a high degree of independence. SALARY: Full Range: \$21.43 - \$34.98 per hour/based on experience, education and internal equity. Annual Equivalent: \$44,578 - \$72,769. Internal candidates will receive pay adjustments in accordance with Local

Government Personnel Policy, §P-60. DEADLINE FOR APPLICATIONS: Until Filled \* The job description and salary range for this position has been updated/increased. Previous applicants, need not reapply.

### HUMAN RESOURCES DIRECTOR | City of Falls Church

The City of Falls Church is recruiting for a Human Resources Director who will be responsible for overseeing the City's recruitments, Pay and Classification Plans, Performance Evaluation System; Benefit Programs including two Defined Benefit Plans, recommending and implementing human resources policies, consulting; administering the City's Safety and Risk Management Program, and advising the City Manager, Director and supervisors on personnel matters and overseeing the City's Training Programs. This position reports to the City Manager. Salary & Benefits: \$105,000 +, depending on qualifications. See [www.fallschurchva.gov](http://www.fallschurchva.gov) for additional information. To Apply: Send City application or 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 December 1, 2015 will receive priority consideration.

### BUILDING OFFICIAL | Campbell County

This position is responsible for directing the operations of building inspections; overseeing the collection of fees and issuance of permits; supervising the inspection of buildings to determine adherence to standards of construction, in all applicable code areas. The building official also ensures compliance with handicapped accessibility standards for new construction and existing buildings and structures per building code requirements. Starting Salary Range: \$51,000-\$59,000 dependent upon experience and qualifications. Application procedure: Please submit a Campbell County application along with a resume. Application may be downloaded from our website at [www.co.campbell.va.us](http://www.co.campbell.va.us). This position is open until filled.

### F/T - RECREATION PROGRAM COORDINATOR | James City County

\$35,477/year or higher, DOQ + benefits; James City County Parks & Recreation is seeking an enthusiastic individual with high professionalism and ability to work in a team environment to coordinate and manage the daily operations of youth and teen programs, classes, and events.

Applications will be accepted until midnight (EST) on November 20, 2015. 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).

**P/T - LIFEGUARD | James City County**  
\$9.55/hour + partial benefits; part-time, regular position; 25 hours/week; flexible schedule available; James City County Parks and Recreation is seeking a positive, team-oriented individual who would take pride in creating a safe and welcoming environment for the James City County Recreation Center members. 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).

**PLANNING DIRECTOR | Frederick County**  
The Planning Director is responsible for the supervision of a staff of 10. The position reports to the County Administrator and involves regular interaction with the Board of Supervisors. The deadline for applications is November 27, 2015. Following the filing date, résumés will be screened by Frederick County. Interviews and reference checks for those candidates who are determined to be best suited for the position will be conducted. Finalists should be interviewed in Frederick County during the month of December 2015. To be considered, please visit [www.fcva.us/jobs](http://www.fcva.us/jobs) to complete the General County Application and learn more about the position. General County Applications/Resumes may be submitted at: <http://www.co.frederick.va.us>; faxed to 540.665.5669; or mailed/delivered to the HR Department at: Frederick County Government Building, Human Resources Department, 107 N. Kent St., 2nd Floor, Winchester, VA, 22601.

**DIRECTOR OF UTILITIES | City of Manassas**  
Salary: \$98,321.60 - \$162,219.20. The ideal candidate is an industry leader with excellent management experience to lead the planning and operation of the Utilities Department, including electric, water, sewer and other utility projects and programs. This candidate will also ensure that capital improvement and maintenance projects are performed according to project terms, in compliance with contract guidelines, and in a timely manner. Hiring Range: \$98,321.60 - \$130,270.40/DOQ. The successful incumbent will supervise, direct, and evaluate assigned staff: Develop and oversee employee work schedules to ensure adequate coverage and control;

compile and review timesheets; approve/process employee concerns and problems and counsel or discipline as appropriate. To apply, complete a City application at <http://www.manassascity.org/hr/jobs>. Initial application review will begin on November 30, 2015. Applications accepted until position is filled.

**DIRECTOR OF PUBLIC WORKS | City of Manassas**  
Salary: \$98,321.60 - \$162,219.20. The ideal candidate is an industry leader with excellent management experience to manage, direct and coordinate the work of various divisions within the Public Works Department. This candidate will also ensure that capital improvement and maintenance projects are performed according to project terms, in compliance with contract guidelines, and in a timely manner. Hiring Range: \$98,321.60 - \$130,270.40/DOQ. To apply, complete a City application at <http://www.manassascity.org/hr/jobs>. Initial application review will begin on November 30, 2015. Applications accepted until position is filled.

**AUTOMOTIVE TECHNICIAN | Hanover County**  
This is a skilled technical position. The incumbent performs routine and complex tasks to repair and maintain County vehicles and/or specialized automotive equipment. Responsibilities include, but are not limited to service and repair all types of automotive systems and components; provides diagnoses of repair needs; rebuilds mechanical hydraulic, electrical and electronic systems; and performs Virginia State inspections. Requires the ability to understand and to follow oral and written instructions. Must be able to read and understand complex technical manuals. For more information and to apply, please visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6489 (TDD# 356.6140).

**F/T FAMILY SPECIALIST I/II | James City County**  
\$35,126/year or higher, DOQ + benefits; James City County Social Services seeks responsible professionals to provide support and assistance to agency clients, making referrals, and serving as a liaison between clients and other service providers. Primary duties include providing protective services to children (and possibly the disabled and elderly), as well as working with families to prevent crisis and secure the well-being of all including children, older adults, and families; conducting field visits to schools, homes and hospitals and

removing victims from homes if necessary; coordinating with law enforcement and school personnel; providing assessments and intensive case management; developing and implementing service plans to address family and individual needs; and maintaining reports consistent with local, State and Federal policies. 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).

**BUSINESS DEVELOPMENT DIRECTOR | City of Reidsville, NC**  
Job Title: Business Development Director  
Compensation Range: Minimum/\$56,788 Maximum/\$85,182. Salary DOQ. Pay Grade: 32. OPEN UNTILL FILLED. The City of Reidsville, a 2008 All-America City, is seeking an experienced, energetic and innovative Business Development Director. Reidsville is well positioned for industrial and commercial growth due to our ample water and sewer capacity, established industrial park, and proximity to Interstate 40 and the Greensboro metropolitan statistical area via Future I-785/NC 29. Applicants are subject to background check and pre-employment drug screen. Applications are available through the NC Works Career Center, 8340 NC Hwy 87, N. Reidsville, NC 27320. Phone: 336.634.5600 as well as available at the City of Reidsville website: [www.ci.reidsville.nc.us](http://www.ci.reidsville.nc.us). All applications must be submitted to Michelle Smith, HR Analyst, City of Reidsville, 230 W. Morehead Street, Reidsville, NC 27320.

**INFORMATION TECHNOLOGY SPECIALIST | Town of Culpeper**  
Salary Range - \$40,622.40 - \$64,979.20  
The successful candidate will perform technical work involving the installation, maintenance, troubleshooting and upgrading of computer hardware, software, personal computer networks, peripheral equipment, cellular telephone, wireless and audiovisual equipment; respond to and resolve software users inquiries and complaints and escalate problems or issues to vendor representatives or programmers as needed. information system problems; thorough knowledge or Microsoft Windows and Microsoft software, servers, and hardware applications, LAN and WAN systems; ability to establish and maintain effective working relationships with officials, department heads and other key personnel. Application and position profile are available at [www.culpeperva.gov](http://www.culpeperva.gov). Open until filled.



**PLANNING SPECIALIST | Virginia Department of Transportation**

VDOT is seeking an Assistant Planner to provide technical support to the District's Transportation Planning section. Develop and/or participate in transportation planning/transportation modeling (CUBE) for the District's three Metropolitan Planning Organizations. Conduct and review traffic impact studies related to land development, rezoning applications, and site plans; coordination of studies with appropriate affected parties/organizations. Must be proficient in ArcGIS and spatial analysis tools and be able to work across all disciplines of the Department in an organized and timely manner. Applicant must provide samples of relevant work with application. For more information and to apply, visit [www.vdot.jobs](http://www.vdot.jobs) The Virginia Department of Transportation (VDOT) is an Equal Opportunity Employer by both policy and practice. Direct Job Link: [virginiajobs.peopleadmin.com/postings/26582](http://virginiajobs.peopleadmin.com/postings/26582).

**ENVIRONMENTAL ENGINEER/PROGRAM MANAGER | New Kent County**

Apply Online: [www.co.new-kent.va.us](http://www.co.new-kent.va.us). The Environmental Engineer / Programs Manager is a professional position working under the direction of the Director of Community Development performing advanced professional, technical and administrative responsibilities. This individual plans, organizes and directs the management and enforcement of County ordinances relating to erosion and sediment control, Virginia Stormwater Management Program, wetlands, agriculture and forestal districts and the Chesapeake Bay Preservation Ordinance. Salary: Experience and Qualification Based.

**PLANNER | New Kent County**

Apply Online: [www.co.new-kent.va.us](http://www.co.new-kent.va.us). New Kent County is seeking applicants for the position of Planner (Current Planning). The position works under the general supervision of the Planning Manager, to perform professional work of moderate difficulty in assisting in the development and implementation of plans and programs for appropriate utilization of land and physical facilities; and performs other work as required. Salary Range Starts at: \$37,287.

**ENVIRONMENTAL PLANNER | New Kent County**

New Kent County is seeking applicants for the position of Environmental Planner. Apply Online: [www.co.new-kent.va.us](http://www.co.new-kent.va.us) Assists the Environmental Planning Manager in the administration of the

Erosion and Sediment Control Ordinance, the Chesapeake Bay Preservation Ordinance, the Stormwater Management Ordinance, and the Wetlands Ordinance; Conducts field inspections of construction sites on a daily basis; informs responsible party of any problems or deviations from approved plans and advises corrective action. If corrective action is not accomplished voluntarily, issues notices to comply specifying corrective action required and participates in any other necessary enforcement proceedings. Minimum of Salary Range: \$37,287.

**ASSESSOR | County of Frederick**

Commissioner of the Revenue's Office Real Estate Division. Performs the assessment of new construction and real property changes as required by law; Calculates and processes tax and special tax programs; Assist the public with real estate and mapping inquiries; Assists with development of assessment standards and schedules; Study changes to assessed values, market trends, costs, and revenues; Conducts appraisals using standards of the IAAO and true market value on all types of real property; Oversees identified real estate programs and assists with the general reevaluation on all County real estate. Salary: \$45,200. Application required and available online at [www.fcva.us](http://www.fcva.us). Only applicants selected for interview will be contacted.

**ACCOUNTANT | Bedford County**

Applications are being accepted for an Accountant to work in the Bedford County Fiscal Management Department located at 122 E. Main Street, Suite 203, Bedford, Virginia. The Accountant will perform a variety of accounting and financial reporting tasks including, but not limited to: oversight of the accounts payable process and p-card program; account reconciliations. Applications are available on our website: [www.bedfordcountyva.gov](http://www.bedfordcountyva.gov) and are also available at the Bedford County Human Resources Department, Bedford County Administration Building, 122 East Main Street, 2nd Floor, Bedford, VA 24523. Phone: 540. 586.7601. Applications will be accepted until the position is filled. Only interviewed applicants will be notified when position is filled. Annual salary is competitive DOQ.

**FT-SENIOR FACILITIES SPECIALIST | James City County**

\$32,994/year or higher, DOQ + Benefits; Facilities Maintenance Division is looking for an individual perform work operating

and maintaining assigned county building(s) including general maintenance, repair, carpentry, roofing, and painting work. Applications will be accepted 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).

**TEMP-LIFEGUARD (INDOOR) | James City County**

\$9.55/hour; part-time, temporary positions; James City County Parks and Recreation seeks several individuals available to work on-call hours at the indoor pool in the James City/Williamsburg Community Center. Experience related to safety and pool chemistry, current certifications for American Red Cross Lifeguarding, First Aid and CPR required. Accepting applications until midnight on November 22 or until positions are filled, whichever comes first. 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-INSTRUCTOR II (WATER SAFETY) | James City County**

\$14.00/hour; part-time, temporary positions; James City County Parks and recreation is seeking responsible individuals to plan, execute, and instruct youth and adult water safety classes. Duties include: preparing the site for the class and ensuring proper clean up after the class, updating class records, hands out evaluation forms for participants to complete and ensures class goals are met. Accepting applications until midnight on December 6 or until positions are filled, whichever comes first. 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).

**ANIMAL SHELTER MANAGER | Pittsylvania County**

The successful candidate will promote sound companion animal ownership principles, and practices at the Pittsylvania County Public Animal Shelter, and to the public through media outlets, schools and civic groups. Salary: \$40,826 up to \$42,893 dependent on qualifications. With County benefits. Submission requirements: Pittsylvania County application, cover letter and resume. To Apply: Go online to: <http://www.pittsylvaniacountyva.gov> (Job Openings) or Download Application and mail to: Pittsylvania County, Attn: Human Resources, PO Box 426, Chatham, VA 24531. DEADLINE: 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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