

# COUNTY CONNECTIONS

The Newsletter of the  
Virginia Association of Counties

January 16, 2015



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## The President's Post

By Penny Gross  
VACo President

Last week, I attended the NACo Presidents and State Executives Conference and learned that though national economic trends are improving, county governments large and small are still feeling the effects of the Great Recession. I'm sure this comes as little surprise to you.



The information was part of NACo's County Economic Tracker 2014 report that was officially released on January 12. According to the report, economic conditions are an essential measure of the well-being of county residents. And while the scale may differ from county to county, approximately 95 percent of county economies have not recovered to pre-recession lows. The report also indicates that job growth accelerated in 2014, but only about 40 percent of new jobs are in industries paying above the average county wage. In Northern Virginia, there is job growth in the service and hospitality sectors. But those jobs are lower paying than some of the positions lost as a result of sequestration and reductions in federal defense contracts.

I urge all VACo members to read [NACo's County Economic Tracker 2014](#) report. The analysis identifies patterns of growth and recovery in 2014 across the 3,069 county economies by examining annual changes in jobs, unemployment rates, economic output (GDP) and median home prices.

**PRESIDENT'S POST**  
Continued on page 9

## State of the Commonwealth: Governor touts economic development



© Michael L White, Governor's Office

In his State of the Commonwealth Address on January 14, Governor Terry McAuliffe urged the General Assembly to support his administration's economic development efforts and to continue the bipartisan work on reforms to education, transportation and ethics.

"Folks, just one year ago, I stood at this very desk and shared my vision for a stronger, more independent Virginia economy," McAuliffe said to a joint session in the House Chamber. "One year later, I am proud to say that optimism was well-founded."

McAuliffe noted that Virginia has closed 267 economic development deals that resulted in \$5.58 billion in capital investment in the first year of his administration.

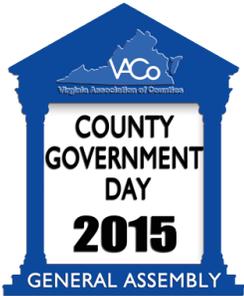
"We traveled the globe selling Virginia agricultural products, everything from apples to wine, to soybeans to peanuts," McAuliffe said. "I even ate my fair share of fried cicadas and chicken paws. But I will eat anything if it means more jobs and investment here at home."

However, the governor warned that mandatory federal budget cuts or sequestration could return in October. He cited a George Mason University study that reported Virginia lost \$9.8 billion in military contracts between 2011 and 2013 and that 154,000 jobs are in jeopardy.

Governor McAuliffe said Virginia's days of relying on federal spending to buoy the state's economy – in good times and bad – are essentially over. He added that to preserve Virginia's position as a global economic leader, lawmakers must open new avenues for growth that are not dependent on federal spending.

**STATE OF COMMONWEALTH**  
Continued on page 9

# VACo County Government Day 2015



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

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

Join us  
February  
5

**February 5 at 11 a.m.**

[Registration Form](#) | [Register Online](#) | [Richmond Marriott Downtown](#)

Officials who need to stay overnight at the Marriott can get a special room rate of \$113. For reservations, call 1.800.228.9290 by **January 14, 2015** with the following code: **VACo Legislative Day**.

**Refund Policy:** Requests for registration refunds are honored if received by January 26, 2015. However, substitutions are accepted at any time. For more information, call VACo at 804.788.6652.

## Are you a county board chair or vice chair?

Are you a county board chair or vice chair?

If so, VACo's Chairpersons' Institute is for you. Join us at the Richmond Marriott on February 6-7.

The Institute offers a professional learning experience that is carefully tailored to the needs of county board chairs and vice chairs.

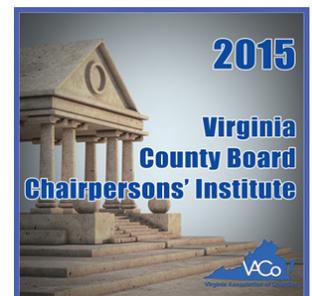
These uncertain times require county leaders who are prepared for every eventuality. To succeed, board chairs must be active leaders who know how to encourage teamwork and manage conflict. They must be confident problem solvers as well as visionary leaders.

The Chairpersons' Institute was developed with the cooperation of an ad-hoc committee of board chairs. This Institute gives chairs and vice chairs a chance to learn practical strategies in critical areas including the duties, powers and responsibilities of board chairs.

This program provides details on the structure and functions of county government, active leadership, communications, meeting management, decision making, working strategically to achieve important goals, building partnerships with local staff, board colleagues, the media and other governments.

[Click for a registration form with hotel information.](#)

[Click link for online registration.](#)





www.MontgomeryCountyVa.gov

January 8, 2015

## NEW PLANNING DIRECTOR IS NAMED

Montgomery County, Virginia • County Administrator Craig Meadows has named Emily J. Gibson, the county’s new Planning Director effective in mid-January.

“I am very excited to have Emily join the County’s leadership team. Her experience with current planning practices is outstanding, and her leadership role with other planning professionals across Virginia will provide our planning department with a depth of expertise,” Meadows said. “Emily’s focus is on exemplary citizen service, and I am confident she will work with our staff, our elected officials, and our citizens to help us chart a progressive and positive course for the County’s future.”



Gibson has served as the Planner for Gloucester County since 2006. In her current capacity as Senior Comprehensive Planner, she supervises the Planning Division of the Planning & Zoning Department. During her tenure in Gloucester, she has served as a Planner I, Planner II and Planner III, and has been in her current position since 2013.

Gibson lives in Mathews County, and was appointed by its Board of Supervisors to serve on the county’s Planning Commission, a position she has held since 2008. She is a Certified Planning Commissioner, and is very active with the American Planning Association, where she serves as the Vice President of Legislative and Policy Affairs for the Virginia Chapter of APA. She has made presentations to a number of Virginia Association of Counties (VACo) committees, and has been a presenter at VACo’s annual New County Supervisors’ training. She has also appeared before General Assembly committees to discuss planning issues and regulations, and has served as Region 9 Director for PlanVirginia since 2011.

Gibson has Bachelor of Science in Environmental Policy and Planning, with a minor in Environmental and Natural Resource Economics from Virginia Tech. Her husband’s family is from the New River Valley and they look forward to the move here with their son. Gibson’s first day in her new position is Jan. 20.

**VACo Members** - If you would like to be added to VACo’s Legislative Text Alert System, email your name and cell number to [gcharter@vaco.org](mailto:gcharter@vaco.org).



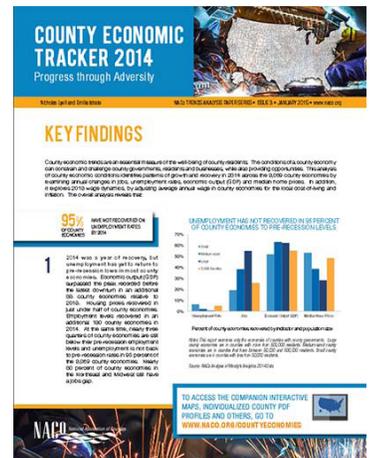


NACo recently released the [County Economic Tracker 2014: Progress through Adversity](#), a study assessing recovery patterns across the nation’s 3,069 county economies by analyzing annual changes in four indicators — economic output (GDP), employment, unemployment and home prices. It also explores 2012-2013 wage dynamics, adjusted for local cost of living and inflation.

Find the analysis, accompanying [interactive map](#) and individualized economic performance profiles for each of the 3,069 county economies at [www.naco.org/CountyEconomies](http://www.naco.org/CountyEconomies).

NACo is disseminating the research to state associations, media, the Administration, Capitol Hill, NACo affiliates and other networks in Washington, D.C.

We encourage you to share the press release and video with your networks — and spread the word on social media using the hashtag #CountyEconomies.



During NACo’s 2015 Legislative Conference Washington, D.C., the Research Team is organizing on Feb. 23 at 10:45 a.m. a hands-on training on how to use the individualized county economic profiles and other County Economic Tracker tools. Space is limited. If interested, please reply to [research@naco.org](mailto:research@naco.org) with Subject line: Workshop-County Economic Tracker.

If you have not already registered to attend the NACo 2015 Legislative Conference, we encourage you to register today.

If you have any questions, [contact Emilia Istrate](#), NACo’s research director. For assistance responding to media inquiries you may receive, [contact Brian Namey](#), NACo’s director of media relations.



Leaders from the counties and towns of the Middle Peninsula, Northern Neck and surrounding areas gathered on January 7 for the Essex County legislative dinner.

US Representative **Rob Wittman** (third from right), State Senator **Ryan McDougale** (far right) and State Delegate **Keith Hodges** (far left) spoke about this week’s General Assembly session.

Also pictured from left to right are Essex County Supervisor **Bud Smith**, Essex County Supervisor **Prue Davis**, Essex County Chair **Stanley Langford** and Town of Tappahannock Mayor **Roy Gladding**.

# Visit Accomack and Northampton Counties and Virginia's Eastern Shore Artisan Trail

Photo courtesy of the [Eastern Shore of Virginia Tourism Commission](#)

## Virginia's Eastern Shore Names Its Artisan Trail

**Accomack & Northampton Counties, VA:** The Artisans Center of Virginia (ACV), in partnership with citizens on the Eastern Shore of Virginia, celebrates the naming of the newest artisan trail in the Virginia Artisan Trail Network system:

Virginia's Eastern Shore Artisan Trail  
Explore Our Creative Bounty between the Chesapeake & Atlantic

After six months of community meetings, lunch & learns and an exciting amount of creative input with consideration by key stakeholders and the trail's management team, consensus led to the branding of their artisan trail.

*"Inspired by the diversity of the landscape and its people, the creativity on the Eastern Shore, be it through art, food, drink or history is limitless. Following the trail enables everyone to drink in the abounding warmth and hospitality of our region while experiencing all that Virginia's Eastern Shore has to offer."* Miriam Elton, owner, brown dog ice cream

With 24 trail sites already signed on during the preparation phase of the program, the Naming of the Trail kicks off the Official Registration Period for trail sites. Although registration in the program is year 'round, those who wish to be included in the trail's launch brochure/map, which is a comprehensive print feature, must register by January 15, 2015.

Virginia's Eastern Shore Artisan Trail is a regional railway that connects destinations including artisan/artist studios, galleries, agri-artisan farms, markets, local restaurants, lodging, and area points of interest all across the two counties of Northampton and Accomack, on Virginia's Eastern Shore.

*"The first Eastern Shore artists, centuries ago, created works of art for practical reasons: a carved duck decoy, a painted clay pot, the iron oyster rake. The Virginia's Eastern Shore Artisan Trail will connect that storied past to now. Eastern Shore artisans create exquisitely wrought everyday things along with a stunning range of creative product for visitors to experience, from heirloom sweet potato farmers and wine makers to chefs, painters, filmmakers, glassblowers, musicians, dancers, writers, actors. Once Virginia's Eastern Shore Artisan Trail gives you the map, you'll be able to find and experience these creative souls in person and it will change your life forever."* Kerry Allison, Executive Director, Eastern Shore of Virginia Tourism Commission



The trail's "handcrafted and locally grown" focus offers an attractive and compelling pathway celebrating the artisan traditions and culture of the Eastern Shore region and is viewed as a major economic development and tourism initiative for the area. Along with networking and connecting local businesses in a community collaborative, promoting the visibility and sales of local artisan-related products, the Trail will provide an important boost to the area's general tourism industry by extending visitor stays in the community and increasing the attractiveness as a tourist destination.

*"Our market vendors are all local farmers, watermen and artisans who bring their bounty to the market each week, therefore we believe that The Onancock Market qualifies as the very definition of who should be an Artisan Trail participant. We look forward with excitement to the launch of Virginia's Eastern Shore Artisan Trail and believe it is a most appropriate and valuable media vehicle in which to promote the Onancock Market!"* Janet Fosque, Onancock Market Manager

SOURCE: [Artisans Center of Virginia](#)

**Mark Your Calendars**



**Join us for the next  
Supervisor Certification  
Course**

**Governance in the 21st Century:  
The Role of Leadership**

Friday March 13 and Friday May 1

Should county supervisors be active or passive leaders? Is one type of leadership better than another? Can leadership be learned? Does the public sector, like the private sector, have a bottom line? Answers to these and related questions are the focus of this course. Leadership is examined and studied from a variety of vantage points during this course.

Leadership attributes, characteristics and promising practices are identified. The role leadership plays in fashioning a governance model is analyzed. By way of the assigned readings, each class participant explores individual values, habits, practices and priorities that drive leadership choices.

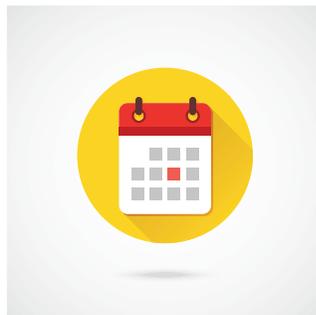
Using the six challenges of leadership described in the Real Leadership text, class participants can “test their mettle” while coming to grips with the challenges and opportunities only leaders can address either alone or in partnership with others.

[Registration Form](#)  
[Register Online](#)  
[Program Webpage](#)

There are many educational opportunities in 2015 for VACo members.

[Click here to view the 2015 calendar.](#)

More events and educational opportunities will be added as they are scheduled.



**34th 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:** March 30-31

**Meeting Location:** Richmond Marriott West Hotel (Henrico County)

**Closing Session:** June 8

**Cost:** \$450 per person

**Registration Deadline:** March 9

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

**Contact:** Michael Chandler, Director of Education, Land Use Education Program, Virginia Tech, 804.794.6236 or [rmchan@vt.edu](mailto:rmchan@vt.edu).

**USDA Announces Rural  
Development Community  
Connect Webinar**

The U.S. Department of Agriculture (USDA) announced a webinar on the Community Connect grant program that will take place on January 21 from 1-3 p.m. The webinar will focus on educating stakeholders on updates to the FY2015 [Community-Oriented Connectivity Grant Program](#) and highlight the major eligibility and regulatory requirements of the program, as well as guidance for successfully submitting grant applications. The Community Connect program serves rural communities where broadband service is least likely to be available, but where it could make a large impact in the quality of life for citizens. Counties are eligible to apply for Community Connect grants. The deadline for FY2015 applications is February 17, 2015.

[To apply, click here.](#)

To reserve your space for the webinar please contact Gayle Buckner or Deborah Herndon at USDA by phone at (202) 720-0800, or by email at [gayle.buckner@wdc.usda.gov](mailto:gayle.buckner@wdc.usda.gov) or [Deborah.herndon@wdc.usda.gov](mailto:Deborah.herndon@wdc.usda.gov). For additional information on the Community Connect Grant Program, click here. For question on the webinars, please contact the USDA Rural Utility Service (RUS) at [community.connect@wdc.usda.gov](mailto:community.connect@wdc.usda.gov).

## Governor McAuliffe announces more than \$1.5 million in Farmland Preservation Grants to six localities

Governor Terry McAuliffe announced on January 12 the recipients of fiscal year 2015 farmland preservation grants. Six localities have been awarded more than \$1,581,000 from the Virginia Department of Agriculture and Consumer Services (VDACS). Localities must use the grant monies to permanently preserve working farmland within their boundaries through local Purchase of Development Rights (PDR) programs. PDR programs compensate landowners who work with localities to permanently preserve their land by voluntarily placing a perpetual conservation easement on it.

VDACS allocated \$286,983 each to the counties of Albemarle, Fauquier, James City and Stafford, as well as the City of Virginia Beach. Clarke County will receive a \$146,778 grant. These allocations total more than \$1,581,000, bringing the total allocation of state matching funds to \$9.7 million since 2008, when PDR funds were first distributed.

Speaking about the farmland preservation grants, Governor McAuliffe said, "Today's announcement takes another step toward my administration's goal of permanently conserving 400,000 acres of open space and working lands across Virginia. Last year, we provided more than \$1 million from this program to eight localities. With today's announcement of new recipients, we are providing more than \$1.5 million to further our conservation goal. Preserving our working farmland is a great way to help our largest private sector industry, agriculture and work toward building the New Virginia Economy."

"Virginia's successful PDR program continues to play a key role in helping localities and landowners strategically preserve working farmlands, which are obviously vital to production agriculture," said Secretary of Agriculture and Forestry Todd Haymore. "This voluntary public-private partnership increases Virginia's ability to produce high quality agricultural products that are marketed here and around the world, generate tax revenue and protect our precious natural resources. All of these are important components within the McAuliffe administration's larger efforts to create new jobs and build a New Virginia Economy."

Secretary of Natural Resources Molly Ward added, "The preservation of agriculture and forest land also supports our natural resource goals of healthy fish and wildlife populations, clean air, clean water and productive land."

This is the eighth time that the Commonwealth has provided state matching funds for certified local PDR programs. Of the 22 local PDR programs in Virginia, 18 have received local funding over the past few years. To date, more than 8,015 acres on 59 farms in 15 localities have been permanently protected in part with \$7 million of these funds. Additional easements are expected to close using the remaining funds over the next two years.

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

According to a 2013 economic impact study conducted by the Weldon Cooper Center for Public Service at the University of Virginia, agriculture and forestry are two of Virginia's largest private industries with a combined economic impact of \$70 billion annually. Agriculture generates more than \$52 billion per annum, while forestry induces more than \$17 billion. The industries also provide more than 400,000 jobs in the Commonwealth. More information about the Weldon Cooper Center's study can be found at <http://www.coopercenter.org/node/2/publications/economic-impacts-agriculture-and-forestry-virginia-revised-2012>.

## Capitol Contact Video: Speaker of the House Bill Howell



[Click here to watch Episode 1.](#)

House Speaker William Howell sits down with VACo Deputy Executive Director Dean Lynch to discuss ethics reform, economic development, tax reform and even the adoption of a state song.

VACo Contact: [Dean Lynch](#)

## Patricia Bishop named VRS Acting Director

The Virginia Retirement System Board of Trustees named Patricia S. Bishop acting director, effective February 17 and continuing until the board names a permanent director. The current director, Robert P. Schultze, recently announced that he will leave VRS February 16 to become the president and chief executive officer of ICMA Retirement Corporation.

Bishop, who has served the Commonwealth for more than 20 years, joined VRS in 2008 and currently serves as deputy director, overseeing implementation of benefit policy and processing, retirement counseling, call center services, training and education services and insurance programs.

Before becoming deputy director, Bishop served as VRS' director of policy, planning and compliance where she provided legislative liaison support with the state executive branch and the General Assembly, worked with the retirement actuary and approved agency policy and procedures.

Bishop previously served as a principal legislative analyst with the Joint Legislative Audit and Review Commission (JLARC), where she participated in and led research teams that evaluated a wide array of state agencies and programs.

"We are fortunate to have Trish step into the role of acting director and to lead the agency during this period of transition," said VRS Board of Trustees Chairman Diana F. Cantor. "She brings a great deal of knowledge about state government and agency operations that will provide continuity in leadership for VRS while the board focuses on its search for a permanent director."

VRS is the 21st largest public or private pension plan in the United States and the 49th largest public or private pension plan in the world with more than \$66 billion in assets under management.

SOURCE: [Virginia Retirement System](#)



## New Pharmaceutical, Medical Equipment and Supplies Contract Awarded to Premier



### Drive Savings and Efficiencies with Access to a Competitively Bid National Pharmaceutical and Medical-Surgical Supply Contracts Covering More than 100,000 Products

We are excited to announce that Premier has been awarded a multi-year contract to provide a **pharmaceutical, medical equipment, supplies and distribution program** for U.S. Communities. This exclusive contract was awarded through a competitive solicitation process conducted by lead public agency, Dane County, Wisconsin.

Public entities are tasked to save dollars, drive competitive bid processes and manage supplier relationships. To help manage these challenges, Premier has built this comprehensive program for pharmaceuticals (branded, generic and over-the-counter) and medical-surgical supplies. This program will drive savings and efficiencies, while helping you manage your budgets. Premier has partnered with key distribution partners, McKesson Medical-Surgical and AmerisourceBergen to help provide the best products at the lowest prices.

Take advantage of immediate savings through this new Premier program. To learn more about this new contract, visit our [webinars page](#) to register for an upcoming webinar or download the recorded version.

STATE OF COMMONWEALTH

Continued from page 1

“We must grow, strengthen and diversify,” he said.

Governor McAuliffe said his budget proposals do not contain cuts to K-12 education and no additional cuts to higher education, which is good news to localities. Another potentially favorable proposal includes the elimination of tax preferences to help close some of the \$2.4 billion budget shortfall.

The governor reiterated his desire to give state employees a 2 percent raise, which was eliminated from last year’s budget. He said he wants to compromise with legislators on some pay increase.

“If you come to me with a plan to raise state employee pay, I will give it the consideration it deserves, provided that it does not require cuts to education, healthcare or other essential services,” he said.

The governor also spoke about stricter limits on gifts to elected state officials. He encouraged lawmakers to pass ethics reform that puts a \$100 cap on gifts to public officials, and to establish an advisory committee to investigate and rule on possible violations.

Governor McAuliffe called for two reforms that faced harsh opposition in the past – Medicaid Expansion and gun control measures. Both are likely to be hotly debated during the General Assembly Session.

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

PRESIDENT’S POST

Continued from page 1

While at the conference, association presidents and executives gathered at the White House to discuss the county/federal relationships with Jerry Abramson, former Kentucky Lieutenant Governor and the new Director of the White House Office of Intergovernmental Affairs, and his senior staff. One major topic of discussion was housing for homeless veterans and the goal to end veterans’ homelessness by the end of 2015. Many jurisdictions have had great success in meeting this goal through rapid rehousing and involvement of nonprofit providers. The Alaska association president noted that many boroughs in her state are so remote that it is difficult to get any services to them at the local level, much less from the feds, and that everything has to be flown in, creating additional costs and challenges. Hearing her stories of flying into remote villages in all kinds of weather made me rethink my view of the drive to Richmond on VACo business!



Whether leading a large county or a small one, county officials are dedicated to creating better communities for their residents and businesses. It is not an easy task. At the conference last week, NACo President Riki Hokama (Maui County, Hawaii) commented that NACo members are “like any big family. We can have our disagreements but, at the end of the day, we all must paddle the boat in the same direction, or we go nowhere.”

VACo President and Fairfax County Supervisor Penny Gross (blue jacket) shares a moment with fellow state association presidents and executives at the White House. The visit was part of the NACo Presidents and State Executives Conference, which Gross attended last week.

Virginia counties are heading in the right direction, and creating better communities for all.

VACo Contact: [Jim Campbell](#)

**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.

**CODE INSPECTOR I - ELECTRICAL | City of Alexandria**

A New Construction Code Inspector will conduct technical code inspection work on new and existing construction and renovation projects in residential and commercial buildings. An employee in this class inspects and approves technical work and enforces compliance with the Alexandria City Code, The Code of Virginia, internal policies and procedures, and the Virginia Uniformed Statewide Building Code as well as any referenced codes or standards to protect the public against hazards caused by defective materials and workmanship in building construction. Salary: \$41,562.04-\$66,780.22 Annually DOQ. For more information and to submit your application, please visit our website at [www.alexandriava.gov/jobs](http://www.alexandriava.gov/jobs) or call 703.746.3780. Position closes on February 9 at 5 p.m.

**UTILITY OPERATOR | Hanover County**

Public Utilities is seeking a wastewater operator with a background in laboratory, environmental science or technology based skills for the Totopotomoy wastewater treatment plant. The Totopotomoy plant is a BNR facility requiring extensive lab process control testing. The incumbent will collect samples, conduct lab testing, monitor computerized control system (SCADA), perform scheduled equipment preventative maintenance, data entry and record keeping. HS diploma or equivalent required. Hiring range: \$27,565 to \$37,208, plus benefits. For more information and to apply, visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6489 (TDD # 365.6140).

**DIRECTOR OF TRANSPORTATION | Richmond Regional Planning District Commission**

This is an exciting opportunity for a highly qualified professional to shape the future of regional transportation planning activities in the Richmond Region. The incumbent is scheduled to retire in September 2015 after a successful 35 year career, and the Commission is recruiting for a transportation professional, with senior management experience, to oversee the Region's transportation planning program. The salary for this position will be contingent upon experience and

qualifications. The RRPDC offers a highly attractive benefits package, which includes participation in the Virginia Retirement System. Interested candidates should submit a cover letter, salary history, resume, and RRPDC employment application to Julie Fry, Executive Secretary at [jfry@richmondregional.org](mailto:jfry@richmondregional.org). Employment application, submission instructions and a full job description are available on the RRPDC website at [www.richmondregional.org](http://www.richmondregional.org). The review of candidates will begin January 20, 2015.

**ACCOUNTANT | Hanover County**

This is a temporary part-time accounting position averaging 20 hours a week. **TREASURER'S OFFICE** - The accountant reconciles and maintains numerical and/or financial data such as investments and bank account statements and researches discrepancies in an automated environment; reconciles tax receivables and revenues to the County's general ledger on a monthly basis; responsible for assisting with the creation of cash and investment related footnote disclosures for the County Financial Statements. Hiring range: \$19.66 - \$26.55/hr.; depending on qualifications and experience. For more information and to apply visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6489 (TDD# 365.6140).

**COMMUNITY DEVELOPMENT PROGRAM MANAGER | Department of Housing and Community Development**

**HIRING RANGE:** Negotiable up to \$70,000. The Virginia Department of Housing and Community Development seeks an energetic and experienced Program Manager to join the Community Revitalization Team to manage asset- and entrepreneurial-based community economic development assistance to Virginia's communities and regions using a combination of economic restructuring, regional development, micro entrepreneurship /micro-finance, downtown revitalization and building re-use strategies. **TO BE CONSIDERED FOR THIS POSITION, YOU MUST COMPLETE A STATE APPLICATION THROUGH THE ONLINE EMPLOYMENT SYSTEM at <https://jobs.agencies.virginia.gov> BY FRIDAY, FEBRUARY 6, 5 p.m.** For additional information please contact our Human Resource Office, at 804.371.7000.

**SAFETY PROGRAMS - HR SPECIALIST I | Albemarle County**

The Human Resources Specialist I performs complex administrative support work for

human resource Safety Program areas including workers' compensation claims processing, OSHA recordkeeping, and Line of Duty Act claims resolution. Other duties may include benefits enrollments, new employee orientation, paid and unpaid leave accruals, as well as Family and Medical Leave administration, and assisting in the development and implementation of benefit and pay programs. **SALARY:** Hiring Range: \$15.07 - \$18.09/per hour based on experience and education. Internal candidates will receive pay adjustments in accordance with County School Board Policy, GCBA -R. **DEADLINE FOR APPLICATIONS:** January 21

**PUBLIC UTILITIES ENGINEERING MANAGER | Hanover County**

The successful applicant must be team-oriented and capable of performing quality, professional work in a fast-paced, multi-tasked environment. The incumbent supervises administrative and technical matters for the engineering division including program implementation, interdepartmental coordination, personnel management and budget; provides technical guidance and leadership for capital projects, systems modeling, infrastructure GIS, department programs, design standards and site/subdivision plan review; and manages consultant contracts and capital projects. Hiring range: \$67,012 to \$90,481, plus excellent benefits; depending on qualifications and experience. For more information and to apply visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6489 (TDD# 365.6140).

**FINANCE DIRECTOR | Warren County**

Warren County (est. pop. 38,377), covering 219 sq. miles located in the northern Shenandoah Valley, is seeking highly motivated and skilled candidates to fill the position of Finance Director. Warren County is known for its prime location; scenic beauty; tourist attractions such as the Skyline Drive, Skyline Caverns, and the Shenandoah River; proximity to numerous colleges and universities; strong school system; and its diverse economy and workforce. Salary range is \$70,166.46 - \$106,766.58 with an excellent benefits package. Beginning salary is negotiable based on qualifications and experience. For employment application, including job description, contact Warren

**EMPLOYMENT**

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County Administrator's Office, 220 North Commerce Avenue, Suite 100, Front Royal, VA, or by calling 540.636.4600, or by visiting our website at [www.warrencountyva.net](http://www.warrencountyva.net). This position will be open until filled.

**ECONOMIC DEVELOPMENT BUSINESS MANAGER | Prince William County**

\$65,832.00 - \$111,774. CLOSING DATE: January 23. The Business Development Manager will be responsible for all aspects of sales prospecting, including: research, competitive analysis; lead generation; networking; proposal writing; presentations; site visits; and deal closing. This position reports to the Director of Business Development and Investment and works closely with the Communications, Marketing & Research Manager and the Director of Existing Business. ENTRY SALARY RANGE: \$65,832-\$88,803. View the full job posting and apply online at: <http://agency.governmentjobs.com/pwcgov/default.cfm>.

**DIRECTOR OF PARKS & RECREATION | Shenandoah County**

The position oversees the development and coordination of a wide variety of recreational programming and facilities for citizens of all ages. The Director oversees a department comprised of four full time staff members including three (3) programmers and a full time department secretary. The full time staff are supplemented by seasonal, part time and volunteer resources. The successful candidate's final negotiated starting salary will be dependent upon the candidate's education and experience. The position is compensated on a pay grade 26 of the Shenandoah County Pay scale. The preferred hiring range is \$57,023-\$66,129. Submit a cover letter, detailed resume and references along with a completed Shenandoah County employment application to Mary T. Price, County Administrator, Shenandoah County, 600 N. Main Street, Woodstock, VA 22664 by January 30, 2015. Visit our website: <http://shenandoahcountyva.us/administration/employment> for an employment application. Electronic submissions can be submitted to [williams@shenandoahcountyva.us](mailto:williams@shenandoahcountyva.us).

**COUNTY PLANNER | Shenandoah County**

This position performs difficult professional and administrative work developing and administering farmland preservation programs, natural resources planning

activities, long-range comprehensive planning activities and land use planning and zoning activities. Salary is on Grade 18 of the County pay scale with a starting salary of \$38,595. Benefits include Virginia Retirement System, health and dental insurance, vacation, sick leave and holidays. County application is required. Complete job description available by contacting the Office of the County Administrator, 600 North Main Street, Woodstock, VA 22664, 540.459.6165, or visit our website at: <http://shenandoahcountyva.us/administration/employment>. Application deadline is January 30.

**ENVIRONMENTAL PLANNER | New Kent County**

The person in this position provides technical advice and performs professional work involving the review of plans, issuance of permits, the inspection of sites, and other tasks to assure compliance with County ordinances relating to erosion and sediment control, storm water run-off, wetlands, floodplains, the Chesapeake Bay Preservation Ordinance, and other laws and regulations. Visit our website to view the complete job description and to apply for this position: [www.co.new-kent.va.us](http://www.co.new-kent.va.us).

**MANAGER WASTEWATER OPERATIONS | King George County**

King George County Service Authority has an immediate opening for Manager of Wastewater Operations. Starting salary: \$45,000 Dependent upon qualifications and experience plus great benefits. Applications may be obtained from the County Administrator's Office, 10459 Courthouse Drive, Suite 200, (540.775.9181) or online at [www.king-george.va.us](http://www.king-george.va.us). For specific information related to job duties and requirements, please visit the County's web site listed above or call the King George County Service Authority at 540.775.2746.

**COUNTY ADMINISTRATOR | Culpeper County**

The County is governed by a seven-member Board of Supervisors, elected for four year staggered terms, with the County Administrator serving as Chief Administrative Officer of the County. The County's FY 2015 General Fund budget is \$150.2 million and provides funding for 350 full-time staff that provide a full range of well-developed services for County residents. A full profile describing the County, the Administrator's position and the County's programs may be found at [www.culpepercounty.gov](http://www.culpepercounty.gov) or [www.Springsted.com](http://www.Springsted.com) under "Active Executive Search." The

salary for the position is negotiable, based on the candidate's education, qualifications and experience. Applications must be received by January 31. Following the filing date, candidates materials will be screened by Springsted Incorporated based on the criteria established by Culpeper County. Finalists should be interviewed in Culpeper County during the month of March 2015. To be considered, please go to <http://web.culpepercounty.gov/CountyGovernment/HumanResources.aspx> and complete an electronic employment application.

**BUILDING COMMISSIONER | Roanoke County**

The employee in this position will oversee the administration of the Virginia Uniform Statewide Building Code, as adopted by the County of Roanoke, Virginia; and interpret the rules and regulations of the Building Code in the interest of public health, safety, and general welfare. Closing Date: January 18. SALARY RANGE: \$58,630 - \$92,988 DOQ/DOE. Online Roanoke County application required. Submit resume and online application at [www.roanokecountyva.gov](http://www.roanokecountyva.gov).

**UTILITY SUPERVISOR | Hanover County**

This is a supervisory, technical position, primarily responsible for supervision of Utility Technicians and related duties involved in installation, maintenance and repair of electrical and mechanical equipment in the water/wastewater distribution, collection and treatment systems. A high school diploma with extensive knowledge and related utility experience in installation, repair and maintenance of electrical and mechanical equipment is required. Electrical license is strongly preferred. Hiring range is \$40,897 - \$69,538 plus great benefits. For more information and to apply, visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6489. (TDD# 365.6140) EOE/MFDV.

**MECHANIC | Rockbridge County**

Candidate should have a minimum of four years verifiable experience working in an automotive maintenance shop. A detailed job description and application can be accessed at [www.co.rockbridge.va.us/jobs](http://www.co.rockbridge.va.us/jobs). A complete application is required to be considered for the position. Application, cover letter and resume can be emailed to [brandy\\_whitten@co.rockbridge.va.us](mailto:brandy_whitten@co.rockbridge.va.us) (please reference "Mechanic" in the subject line) or mailed to Office of the County Administrator, ATTN: Brandy Whitten, 150 S. Main Street Lexington, VA 24450. Open until filled.



#### **Executive Committee**

**President:** Penelope A. Gross, Fairfax County  
**President-Elect:** David V. Hutchins, Carroll County  
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#### **Staff**

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**Deputy Executive Director:** Dean A. Lynch, CAE  
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**Director of Administration:** Vicky D. Steinruck, CPA  
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**VACo Risk Management Programs:** Chris Carey, Administrator, 888.822.6772

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

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County Connections is a semimonthly publication.

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