

# COUNTY CONNECTIONS

The Newsletter of the  
Virginia Association of Counties

December 3, 2015



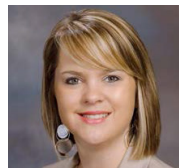
VACo Annual  
Conference Recap:  
A Look at the  
Counties Care Map...  
Page 2



Visit the Executive  
Mansion to  
see Ornaments  
from Virginia  
Localities... Page 5



Davidson  
appointed  
Director of  
Finance in  
Rockingham  
County... Page 3



Join us for the  
VACo County  
Supervisors'  
Forum... Page 9



## VACo Executive Director Jim Campbell Announces Retirement

When James D. Campbell was hired as Executive Director of the Virginia Association of Counties in November 1990, one of his chief mandates was to increase the visibility of the association. Over the next 25 years, Campbell excelled in raising VACo's prominence and developing key financial, educational and membership programs that impacted several generations of county supervisors and staff.

Campbell's last day at VACo will be June 30, 2016.

Campbell, the longest serving Executive Director in the association's 81-year history, also oversaw the purchase, renovation and maintenance of VACo's permanent headquarters – an environmental and structural jewel in downtown Richmond.

"It has been an honor to serve the 95 counties of Virginia over the past 25 years," Campbell said. "I've made many friends along the way and will cherish each friendship. I am proud of what we've accomplished during my tenure and believe the association is primed to launch to greater heights in the coming years."

Campbell has inspired countless local government officials and has been a leader, protector and promoter of county interests. Under his leadership, VACo has become a legislative powerhouse that is well-known for being tough, fair and knowledgeable.

Campbell had a message for member counties when he became Executive Director – by sticking together we enhance our legislative efforts in Richmond. It took little time for counties to recognize Campbell's leadership and legislative knowledge and influence. He led the charge in the General Assembly and won key victories ranging from tax and finance issues to important policy matters that impacted the Commonwealth's counties. Campbell's efforts led to 100 percent membership in the association. Counties have stuck together ever since.

"Jim has been a visionary in professional association matters," VACo President Judy Lyttle said. "Counties have enjoyed the fruits of successful non-dues revenue ventures. Jim was instrumental in developing a risk management program that began with property and liability insurance coverage and ventured into health insurance to lower premiums for county employees. Through Jim's leadership, counties have saved millions of dollars."

In 2008, Campbell recognized counties' liabilities to account for Other Post-Employment Benefits (OPEB). He helped form an OPEB Trust that pools funds to earn a higher rate of return on investments. The OPEB Trust currently has almost 50 counties, cities and towns investing nearly \$1 billion, which is believed to be the nation's largest pool of its kind.

Campbell also facilitated the establishment of the Virginia Investment Pool (VIP) in February 2014. Local governments use the investment program to enhance their return on reserve funds. Currently, the VIP program has 30 localities participating with more than \$300 million invested in the pool.

VACo struggled financially in 1990. The association was in the middle of a second consecutive year of "red ink" with projected losses of more than \$50,000. Campbell carefully managed available resources and helped VACo end the 1991 fiscal year in the black. VACo has been fiscally sound every year since and has managed to build sizeable reserves and assets.

But perhaps Campbell's most notable and longest lasting achievement is 1207 East Main Street, VACo's permanent headquarters that opened in April 2009.

Under Campbell's leadership, the renovation was completed with priority given to preserving the structure's historical significance while developing a "green" building. 1207 East Main Street earned a gold LEED certification and is considered one of the most environmentally friendly buildings in the Richmond area. VACo headquarters is the perfect example of how an organization can restore history while being an industry leader in energy efficient construction.

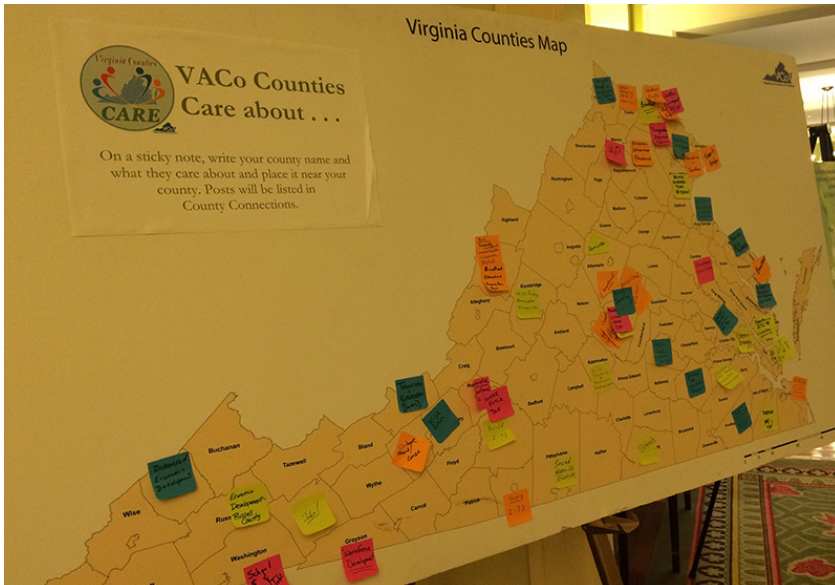
One of Campbell's legacies for his staff will be the way he's treated employees with class, respect and a sense of humor. VACo staff will attest to Campbell's positive management style that allows for growth and innovation.

"I appreciate Jim's mentorship, and we will never forget his accomplishments," Deputy Executive Director Dean Lynch said. "We will always remember how he's supported the VACo Team throughout his tenure. Jim will continue to be a resource for counties in many ways."

Campbell said he and his wife Christine plan to do more traveling. "I look forward to the next phase of my life, and I'm excited to spend more time with family and friends," Campbell said.



# VACo Annual Conference Recap



This year’s conference theme was “Virginia Counties Care.” You may remember that we asked attendees to tell us what your county cares about on a board at the registration desk - and you did! Thank you to all who participated, even those who included humor in their answers (Virginia Beach and Suffolk).

Below is a list of the responses by county. If your county has had a similar concern that it overcame, consider sharing with a county currently dealing with the same issue.

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

**Albemarle County** | Stormwater

**Alleghany County** | Education | Economic and Community Development | Diversifying Revenue Sources | Workforce Development (cradle to grave)

**Amelia County** | Rural Economic Development

**Appomattox County** | K-12 Funding | Economic Development

**Arlington County** | Transit

**Bath County** | Community Development | Mental Health | Collaboration | PEOPLE | Broadband | Education | Economic Development

**Buckingham County** | Broadband | Water | K-12 Spending | ACP | School Funding | Living Wage Jobs

**Caroline County** | Broadband | School Funding

**Clarke County** | Great place to raise a family!

**Dickenson County** | Economic Development

**Dinwiddie County** | Broadband | Jobs | Economic Development | Education

**Fairfax County** | Education | Workforce Development

**Fauquier County** | Broadband | Economic Development

**Franklin County** | Build I-73

**Frederick County** | ...our youth through our Service Learning Program!! BGG

**Giles County** | Tourism | Education

**Gloucester County** | Broadband | K-12 \$

**Grayson County** | Workforce Development

**Henry County** | I-73 | Economic Development

**James City County** | Green Energy

**King George County** | Economic Development | Strategic Planning

**Lancaster County** | Protecting the Rappahannock from Towers

**Loudoun County** | Broadband | Workforce Development “Skills Gaps” | Rural Road Maintenance | Transportation Improvements/Expansion | Quality of Life

**Mecklenburg County** | Schools

**Montgomery County** | K-12 Education

**New Kent County** | Broadband | Education | Economic Development

**Powhatan County** | Economic Development | Transportation

**Prince George County** | Global Community | Families Thrive | Businesses Prosper

**Prince William County** | Being bigger than VA Beach!

**Pulaski County** | School Maintenance/ Construction

**Richmond County** | Our river and bay, our children and families, education, the future and our deep history

**Roanoke County** | K-12 Funds | Broadband

**Rockbridge County** | K-12 Funding | Stormwater | Economic Development

**Russell County** | Economic Development

**Smyth County** | Jobs!

**Southampton County** | School Funding | Broadband | Economic Development | Payment in Lieu of Taxes

**Suffolk** | Me too! (in reference to the Virginia Beach post)

**Virginia Beach** | I wish I was a county

**Warren County** | Water

**Washington County** | School \$ and Education | Jobs

**York County** | High Quality of life

FOR IMMEDIATE RELEASE:



## Press Release



### Davidson appointed to fill Director of Finance position

County Administrator Joseph S. Paxton announced today that Patricia D. Davidson has been appointed to fill the Director of Finance position effective January 4, 2016. Ms. Davidson currently serves as Director of Finance for Prince George County, Virginia, a position she has held since June 2009. Prior to working for Prince George County, Ms. Davidson worked as a cost accountant with several private sector companies in the Richmond and Hopewell areas. In her position with Rockingham County, Ms. Davidson will oversee the day to day administration of the County's \$341M annual operating budget. The Finance department, with a staff of eleven, has responsibility for general ledger, purchasing, accounts payable and payroll for the County and School Division. The Director is also an important executive management team member in the preparation of the annual budget, development of the five-year financial plan and on the Investment Committee. Rockingham County was recognized in 2015 with a "AAA" bond rating from Standard & Poor's financial rating service, and has received the Certificate of Excellence in Financial Reporting for the past thirty-three years.

Trish Davidson is a native of Chesterfield, Virginia. She received an A.S. Degree in Business Administration from Richard Bland Community College, a B.B.A. in Business Administration, with a concentration in Finance, from Virginia Commonwealth University, and a Master in Accounting from Strayer University in Richmond. She holds the Certified Public Finance Officer (CPFO) certificate from the Government Finance Officers Association, and is a graduate of the Lead Virginia program. She is a member of the Government Finance Officers Association and the Virginia Government Finance Officers Association. She currently lives in Disputanta, Virginia with her husband and three children.

###

*For additional information contact:*

*Joseph S. Paxton, County Administrator, (540) 564-3027*



## FCC caps rates on jail inmate phone calls

By [Hadi Sedigh](#)

NACo Associate Legislative Director

The Federal Communications Commission (FCC) has approved new rate caps that limit how much inmates — including those in county jails — can be charged for making phone calls.

Under the FCC's new regulations, inmates in county jails can be charged, at most, between 14 cents and 22 cents per minute, depending on the size of their jail. (Smaller jails can charge more since they typically face relatively higher costs for operating phone systems.) Inmates in federal and state prisons will be charged no more than 11 cents per minute. The new regulations also cap ancillary fees charges that inmates incur such as automated payment of their phone bills.

Many jails throughout the country receive a portion of the profits made by the companies that provide phone services in jails through arrangements referred to as "commissions." As a result, caps that limit how much inmates can pay in per-minute rates and ancillary fees could have a direct impact on county budgets. Oklahoma County, Okla., for example, adds \$500,000 per year to its jail revenue through phone charges.

The National Sheriffs' Association (NSA), whose members operate approximately 80 percent of the nation's jails, say jails incur significant costs in providing phone services to inmates due to factors ranging from taking security measures to ensure that phone calls aren't used to engage in criminal activities to recording and storing phone calls to be provided to courts. In a letter to the FCC, the Sheriff's Office of Greene County, Mo. lists 25 instances of costs associated with inmate calls.

As the new rate caps are phased in for jails through mid-2016, their financial impact on county jails will become clearer. In the meantime, the potential impact on jail budgets would have been more severe had the FCC heeded calls to ban commissions altogether. Several states, among them Michigan, New Mexico, New York and South Carolina, have banned commissions through their state Legislatures. The new FCC regulations haven't taken that step, but do encourage states to take action in that direction.

## 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](#)





## Visit the Governor's Executive Mansion to see Ornaments from Virginia Localities



© Michael White, Governor's Office

We are honored to be asked to participate in this project and in awe of the beauty that was captured in each ornament.

Thank you artists for sharing your time and skill, and thank you counties for making it happen.

See them in person after December 6. Check out the [Executive Mansion's Special Events page](#) for tour times.

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

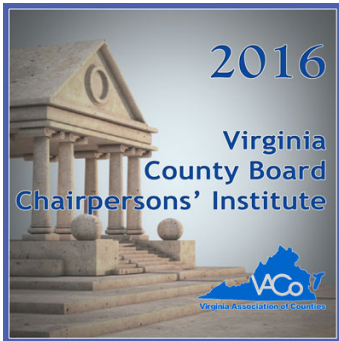
Photos by Michael White | Governor's Office



© Michael White, Governor's Office

**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](#)  
[Register Online](#)  
[Omni Richmond Hotel](#)

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

**VACo County Government Day**

**February 11, 2016  
Omni Richmond Hotel**



[Registration Form](#)

[Register Online](#)

[Omni Richmond Hotel](#)

The Virginia Association of Counties invites county officials to VACo County Government Day at the General Assembly on February 11 at the Omni Richmond Hotel.

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.

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

**Join a VACo Steering Committee**

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

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

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

County officials who serve on committees need to submit an interest form by December 31 to be reappointed to a committee in 2016.

[Click for Committee Interest Form.](#)

**VACo Committee Interest Form**

**VACo**  
Steering  
Committees  
**2016**

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

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

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

Attendance will be expected of committee members at the VACo Annual Meeting, and other committee meetings during the year. VACo asks that committee members or the counties they represent assume responsibility for travel arrangements and costs associated with attending committee meetings. Appointments are made each year by the president of VACo. If you are interested in being considered for an appointment, complete this form and return by **December 31, 2015** to VACo-Attention: [Voting Members](mailto:VotingMembers), 1207 East Main Street, Suite 200, Richmond, VA 23219-3027. Use 854 788 0053, or scan or e-mail to [submit@vacounty.org](mailto:submit@vacounty.org)

**County officials who serve on committees need to submit this form by December 31 to be reappointed to a committee in 2016.**

name \_\_\_\_\_

title \_\_\_\_\_ county \_\_\_\_\_

address \_\_\_\_\_

phone \_\_\_\_\_ e-mail \_\_\_\_\_

<b>STEERING COMMITTEES</b>	<b>OPERATIONAL COMMITTEES</b>
_____ Economic Development and Planning	_____ Budget and Finance
_____ Education	_____ Environment and Agriculture
_____ Environment and Agriculture	_____ Conference Planning



news from our  
associate members



ENGINEERS / ARCHITECTS / PLANNERS

757.253.0673 | [www.djginc.com](http://www.djginc.com)

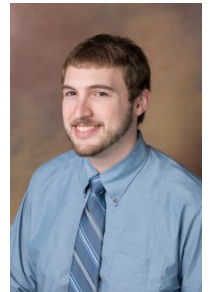
DJG, Inc. is happy to announce the addition of the following new team members:

**Alex Hindley, EIT, LEED AP** and **Lars Frost, PE, CPD** have joined our mechanical engineering department.

Lars (top photo) brings more than eight years of experience and is a Certified Plumbing Designer. Throughout his career, he has focused on plumbing in addition to mechanical engineering. He has a Bachelor of Science in Mechanical Engineering from Old Dominion University with a minor in Engineering Management. He is currently designing a Boiler Replacement at ODU's Education Building.



Alex has a Master of Science degree from Worcester Polytechnic Institute in Mechanical Engineering. He recently became a LEED Accredited Professional BD+C and is using the sustainable principals to complete the HVAC system design at VCU's Raleigh Building Renovations which is a historic 1907 office building.



DJG, Inc was recently named as one of the **2016 Best Places to Work in Virginia**. The annual list of the **Best Places to Work in Virginia** was created by *Virginia Business* magazine and Best Companies Group.

This statewide survey and awards program is designed to identify, recognize and honor the best places of employment in Virginia, benefiting the state's economy, workforce and businesses. The **2016 Best Places to Work in Virginia** list is made up of **100** companies.

We are honored and extremely excited to be part of this list for the small business category.

## Culpeper County receives national finance award

Chicago--The Government Finance Officers Association of the United States and Canada (GFOA) is pleased to announce that **Culpeper County, Virginia**, has received the GFOA's Distinguished Budget Presentation Award for its budget.

The award represents a significant achievement by the entity. It reflects the commitment of the governing body and staff to meeting the highest principles of governmental budgeting. In order to receive the budget award, the entity had to satisfy nationally recognized guidelines for effective budget presentation.

These guidelines are designed to assess how well an entity's budget serves as:

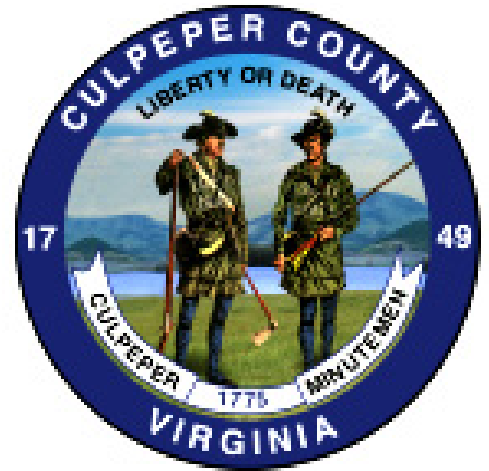
- a policy document
- a financial plan
- an operations guide
- a communications device

Budget documents must be rated "proficient" in all four categories, and the 14 mandatory criteria within those categories, to receive the award.

When a Distinguished Budget Presentation Award is granted to an entity, a Certificate of Recognition for Budget Presentation is also presented to the individual or department designated as being primarily responsible for its having achieved the award. This has been presented to **Valerie H. Lamb**, Director of Finance.

For budgets beginning in 2013, 1,424 participants received the Award. Award recipients have pioneered efforts to improve the quality of budgeting and provide an excellent example for other governments throughout North America.

The Government Finance Officers Association is a major professional association servicing the needs of more than 18,000 appointed and elected local, state, and provincial-level government officials and other finance practitioners. It provides top quality publications, training programs, services, and products designed to enhance the skills and performance of those responsible for government finance policy and management. The association is headquartered in Chicago, Illinois, with offices in Washington D.C. The GFOA's Distinguished Budget Presentation Awards Program is the only national awards program in governmental budgeting.



## Financial Facts



GASB is moving to provide relief to certain governments with multiple-employer defined benefit pension plans that are struggling to comply with the board's new pension standards for state and local governments.

The proposal would focus employer accounting and financial reporting requirements for pensions on information that is obtainable for those governments. The proposal would establish separate standards for employers that participate in pension plans that meet the criteria presented in the proposal.

Under the proposal, these employers would have separate standards for:

- Note disclosures of descriptive information about the plan.
- Benefit terms.
- Contribution terms.
- Required supplementary information presenting required contribution amounts for the past 10 fiscal years.

The proposed guidance would apply to governments that participate in certain private or federally sponsored multiple-employer defined pension plans such as Taft-Hartley plans or plans with similar characteristics.

VACo Contact: [Vicky Steinruck, CPA](#)



# VACo County Supervisors' Forum

January 8-10, 2016

Richmond Marriott Short Pump



[Registration Form](#)

[Register Online](#)

[Preliminary Agenda](#)

[Richmond Marriott Short Pump](#)

Whether you are a newly-elected or incumbent supervisor, chief county administrative officer or other government manager, VACo County Supervisors' Forum provides you with a crash course in critical issues facing counties today. Board members come join us to receive the tools, connections and information you need to steer your county forward. VACo offers this program only once every two years, so don't miss out and have to wait until 2018!

Attendees at the full registration rate receive a packet at registration that is chock full of helpful resources at no extra cost. Items included are a copy of the Board Meeting Procedures booklet (usually \$10 per copy), as well as the 7<sup>th</sup> Edition of the Supervisors Manual (usually \$35 per copy). Other helpful resources include a pocket constitution and the "2016 Elect No Strangers!" booklet. In addition to these helpful materials, registrants receive a binder of presentations and handout materials. Guests can attend group meals at a reduced registration rate.

Presentation topics include an overview of Supervisors' responsibilities, constitutional officers, Public Records and FOIA, Land Use and Planning, Budgeting, Health and Human Resources information, Transportation and Environmental issues. No other conference provides this variety of information regarding Virginia in such a short amount of time. Attendees leave with an understanding of what to expect during their time as supervisors, as well as what is expected of them.

Lodging costs are not covered in either registration fee. Reservations can be made by contacting Richmond Marriott Short Pump directly at 804.965.9500 by December 18 with this code: VACo New Supervisors' Meeting.

To register, please fill out a [registration form](#) and fax or mail it to VACo or [register online](#). A preliminary agenda is also available online. This will be updated as we finalize speakers. Please check back frequently for information and if you have questions, please feel free to contact us.

VACo Contacts: [Larry Land, CAE](#) | [Amy Elizabeth Vealey, CMP](#)

## Key VACo 2016 Dates

### VACo Executive Committee Meeting

January 6 | VACo Headquarters | Richmond

### Supervisors' Forum

January 8-10 | [Richmond Marriott Short Pump](#) | [Registration Form](#) | [Register Online](#) | [Preliminary Agenda](#)

### General Assembly Convenes

January 13 | Richmond

### Rural Caucus Reception and Dinner

February 10 | Richmond

### VACo Board of Directors Meeting

February 11 | [Omni Richmond Hotel](#)

### VACo County Government Day at the General Assembly

February 11 | [Omni Richmond Hotel](#) | [Registration Form](#) | [Register Online](#)

### Chairpersons' Institute

February 12-13 | [Omni Richmond Hotel](#) | [Registration Form](#) | [Register Online](#)

### NACo Legislative Conference

February 20-24 | Marriott Wardman Park Hotel | Washington, D.C.

### Certified County Supervisors Program

March and May | TBA

### VACo Board of Directors Meeting

May | Surry County

### Certified County Supervisors Program

May and July | TBA

### NACo 2016 Annual Conference & Exposition

July 22-25 | Los Angeles County | Long Beach, CA

### VACo County Officials Summit

August 18-19 | TBA

### VACo Board of Directors Meeting

August 19 | TBA

### Certified County Supervisors Program

September and November | TBA and The Omni Homestead

### VACo 82<sup>nd</sup> Annual Conference

November 13-15 | The Omni Homestead

### VACo Board of Directors Meeting

November 13 | The Omni Homestead

**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.

**DIRECTOR OF COMMUNITY DEVELOPMENT | Augusta County**

The Director of Community Development directs the County's community development activities including planning, zoning, engineering services and building inspections; oversees the development, interpretation and enforcement of the Zoning and Subdivision Ordinances and related environmental codes; and directs the development, preparation, and maintenance of the Comprehensive Plan. The starting salary is \$80,979; salary is negotiable depending upon qualifications. Benefits are excellent. County application can be downloaded from our website at [www.co.augusta.va.us](http://www.co.augusta.va.us). Send inquires, county application and resumes to Augusta County Human Resources Office Attention: Faith Duncan, Human Resources Director, County of Augusta, P. O. Box 590 Verona, VA 24482-0590, Tel: 540.245.5617; Fax: 540.245.5175, No later than Monday, January 4, 2016.

**CHIEF TECHNOLOGY OFFICER | Stafford County**

The Chief Technology Officer will serve as the Director, and 'super' information officer, of the County's Information Technology department and be responsible for directing the operations of the programs and staff of the department. The salary for the position is negotiable dependent upon the individual's qualifications and experience. The application deadline is December 31, 2015. To be considered, please submit your cover letter, resume with salary history and five (5) professional references online by visiting our website, <https://waters-company.recruitmenthome.com>. Following the filing date, résumés will be screened by Waters & Company based on the criteria established by Stafford County. The County will review recommended candidates who most closely meet the established criteria and finalists should be interviewed in Stafford in January 2016. For more information, please contact John Anzivino at [richmond@waters-company.com](mailto:richmond@waters-company.com).

**PARKS CARETAKER | Frederick County**

The successful applicant will: Performs skilled work in caring for and maintaining the County's park building and grounds; Mows, trims, seeds, and sods turf areas;

Operates the Department's Vehicles and Equipment; Assists in turf maintenance and irrigation program; Plants and maintains bedding plants, shrubs and trees. Full Time Position; Starting Salary for the position is \$25,800. General County Application with resume must be submitted. Application available on our website: [www.fcva.us](http://www.fcva.us). Only applicants selected for interview will be contacted.

**ADMINISTRATIVE ASSISTANT | Pittsylvania County**

This position is suitable for a candidate with a successful track record of being a self-starter, attention to detail, technical skills with proficiency in Microsoft Office applications, excellent communication skills (both verbal and written), ability to meet deadlines, multi-task in a fast paced environment. Salary: Starting salary \$32,806 / additional consideration DOQ. 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.

**CITY ASSESSOR | City of Chesapeake**

City Assessor performs complex professional, administrative and managerial work in planning, organizing and directing an effective and comprehensive program supervising the appraisal of real property for assessment purposes and administering programs related to real property taxation. Position involves developing procedures and standards in the usage of the recognized approaches to appraising real estate, coordinating the proper designation of land uses and ownership, maintaining current knowledge of building costs and market trends. Additional information about the position and the community available at [www.mercergroupinc.com](http://www.mercergroupinc.com). Click on Current Searches. Resume and cover letter submitted electronically by Jan. 15, 2016 to: [jtmaxwell41@gmail.com](mailto:jtmaxwell41@gmail.com).

**F/T BUDGET AND ACCOUNTING ANALYST | James City County**

\$44,104 or higher, DOQ + Benefits; James City County Financial and Management Services is seeking a professional individual to perform experienced budget and accounting work, planning, organizing, analyzing, evaluating, coordinating and preparing the annual budget and financial reports for the County and its fiscal agents.

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).

**F/T ACCOUNTS PAYABLE SPECIALIST | James City County**

\$26,540 or higher, DOQ + benefits; James City County Accounting Division seeks responsible individual to prepare, maintain, and review fiscal or related County accounts. Primary duties include maintaining County and fiscal agency official financial records, reviewing disbursement vouchers and issuing checks, and assisting in preparing and distributing various financial reports. Must have knowledge of data entry; automated financial recordkeeping systems; and principles, methods, and practices of accounting. 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).

**P/T PROBATION OFFICER | James City County**

\$17.06/hour + partial benefits; 28 hours/week; part-time limited-term position; James City County Colonial Community Corrections is seeking responsible individual to provide effective supervision for probationers referred by the courts as a condition of a suspended sentence or deferred finding. This position supervises cases in accordance with best practices, guidelines, and standards set by Colonial Community Corrections' policies and procedures and the Department of Criminal Justice Services. It requires the incumbent to maintain a professional and adaptive demeanor that encourages positive change in the probationer. Accepting applications until the position is filled. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at [jobs.jamescitycountyva.gov](http://jobs.jamescitycountyva.gov).

**P/T DOMESTIC VIOLENCE PRETRIAL OFFICER | James City County**

\$17.06/hour + partial benefits; 20 hours/week; part-time limited-term position; James City County Colonial Community Corrections seeks a responsible individual to provide specialized supervision of defendants accused of crimes relating to domestic violence. Duties include sitting on high risk task force team and fatality

review team meetings as appropriate; developing release plans commensurate with the assessed risk of the defendant and the assessed danger to the victim; ensuring defendants understand conditions for release; monitoring the compliance of released defendants. 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).

**P/T GRANT PROJECT COORDINATOR | James City County**

\$18.34/hour + partial benefits; 28 hours/week; part-time limited-term position; James City County Colonial Community Corrections is seeking individual responsible for coordinating key administrative and financial functions from grant funded projects. Duties include working with grant partners and other stakeholders to promoted coordinated response to domestic violence and other related crimes; organizing and facilitating regular meetings between all parties of the grant project. Accepting applications until the position is filled. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at [jobs.jamescitycountyva.gov](http://jobs.jamescitycountyva.gov).

**IT PROJECT MANAGER | Hanover County**

IT Project Manager – Server and Desktop Seeking an experienced, results oriented IT Project manager to lead the Server and Desktop Support teams. The successful candidate will be responsible for the direction of team resources, leading and co-leading projects as they pertain to either the Server or Desktop teams. Seeking a proven professional with at least six (6) years of progressive growth in the Server and Desktop areas of Information Technology, to include at least two (2) years of direct leadership in a Server, and or, Desktop environment. Four (4) years' college education required (bachelor's degree in systems engineering, computer science, information systems, or related field preferred). For more information and to apply, please visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6489, (TDD# 365.6140).

**P/T - VICTIM ADVOCATE | James City County**

P/T-Victim Advocate (Limited Term) \$16,665/year, + partial benefits, 20 hours/week; The Williamsburg/James City County Commonwealth Attorney's Office is

seeking candidates to fill a newly created part-time position designated to assist individuals who have experienced domestic violence, adult sexual assault, and stalking. The Advocate will work closely with the Prosecuting Attorney to assist victims by answering questions about the criminal justice system, identifying appropriate available services, and providing support throughout the prosecution to include accompanying victims to all necessary hearings. Accepting applications until the position is filled. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at [jobs.jamescitycountyva.gov](http://jobs.jamescitycountyva.gov).

**CITY CLERK | City of Chesapeake**

City of Chesapeake seeking a City Clerk who is responsible for overseeing office administration, supervising office staff, preparing and maintaining legislative actions of the City Council and handling public meeting notification of City Council meetings, work sessions, and special meetings. City Clerk maintains official City records and various data banks, reviews and attests official City documents, and reviews requests for use of the City Seal and authorizes its use. Additional information about the position and the community available at [www.mercergroupinc.com](http://www.mercergroupinc.com). Click on Current Searches. Resume and cover letter submitted electronically by Jan. 15, 2016 to: [jtmaxwell41@gmail.com](mailto:jtmaxwell41@gmail.com).

**TEMP- CUSTOMER ASSISTANT | James City County**

\$11.87/hour; includes nights, weekends, and holidays; James City County Parks & Recreation seeking individuals to provide outstanding customer service while assisting visitors to the James City County Recreation Center or the Abram Frink, Jr. Community Center. Greets patrons as they enter the facility; issues visitors passes; collects fees; ensures membership registration applications properly completed; answers telephone; takes registrations for classes; ensures Center rules and safety standards are followed. Accepting applications until midnight on January 19, 2016 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 - FITNESS ATTENDANT | James City County**

\$11.87/hour; Part-time temporary positions; Parks & Recreation department

looking for responsible individual to assist and instruct James City County Community Center patrons in the effective use of a wide variety of cardiovascular endurance and strength training equipment; monitors orderly operation of the fitness area; and provides routine maintenance to fitness equipment. Accepting applications until midnight January 19, 2016 or until the 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-ACCOUNTS PAYABLE SPECIALIST | Jame City County**

\$13.35/hour, temporary position, 40 hrs/wk; James City County Accounting Division seeks responsible individual to fill temporary position ending no later than 2/29/2016 to prepare, maintain, and review fiscal or related County accounts. Primary duties include maintaining County and fiscal agency official financial records, reviewing disbursement vouchers and issuing checks, and assisting in preparing and distributing various financial reports. Must have knowledge of data entry; automated financial recordkeeping systems; and principles, methods, and practices of accounting. Interested applicants must send a cover letter and resume to [Krystal.Reagan@jamescitycountyva.gov](mailto:Krystal.Reagan@jamescitycountyva.gov). Accepting applications until the position is filled.

**COMMUNICATIONS SUPERVISOR-DISPATCH | Essex County**

Full Time, Salary - \$37,069.71 Grade 111, with benefits. The Sheriff of Essex County is seeking an individual to perform responsible supervisory work in overseeing the Communications department within the Essex County Sheriff's Office. This position supervises subordinate dispatchers within the Sheriff's Office and reports directly to the Sheriff. This position will also develop the training program, standard operating procedures and short and long term plans for the Communications Center. For more information please contact the Sheriff of Essex County, Stanley S. Clarke, at 804.443.3346 or visit our Website at [http://www.essex-virginia.org/county\\_government/employment](http://www.essex-virginia.org/county_government/employment). To be considered, a completed Essex County employment application is required and may be obtained online at the County's website. Completed applications should be submitted to Stanley S. Clarke, P. O. Box 955, Tappahannock, VA 22560. Open until filled.



**PURCHASING AGENT | City of Falls Church**

The City of Falls Church is recruiting for a Purchasing Agent. This position is responsible for directing the City's centralized purchasing activity for the procurement and disposal of all of the commodities; acquisition of professional, consultant, and other contractual services. Salary or Salary & Benefits: \$69,293 - \$114,403, depending on qualifications. Includes comprehensive benefits package including health insurance, dental insurance, pension plan, deferred compensation plan, flexible spending account, college savings plan, life and long-term disability insurance, paid holidays, vacation and sick leave, free parking, credit union membership, and more. See [www.fallschurchva.gov](http://www.fallschurchva.gov) for additional information. To Apply: Submit a resume or application to the City of Falls Church, Human Resources Division, 300 Park Avenue, Falls Church, VA 22046, or via e-mail at [hr@fallschurchva.gov](mailto:hr@fallschurchva.gov). Resumes received by Thursday, December 10, 2015 will receive priority consideration.

**GEOSPATIAL PROGRAM COORDINATOR | Essex County**

Status: Full time, Salary - \$42,045.39, Grade 113, with benefits. Essex County is seeking a detail oriented, technically skilled individual to direct and manage the efforts related to the coordination, development, implementation, and maintenance of the county's geospatial program which has a heavy emphasis on Geographic Information Systems (GIS), Enhanced 911 Systems, and Public Safety Communications projects. The Coordinator will be working closely with IT and program managers. The Geospatial Program Coordinator works under the general supervision of the Director of Technology. For more information please contact Pam Smith, Assistant County Administrator, at 804.443.8155 or visit our Website at [http://www.essex-virginia.org/county\\_government/employment](http://www.essex-virginia.org/county_government/employment). To be considered, a completed Essex County employment application is required and may be obtained online at the County's website. Completed applications should be submitted to Pam Smith, P. O. Box 1079, Tappahannock, VA 22560. Open until filled.

**PART TIME HR ASSISTANT | Frederick County**

30 hours per week. Department of Human Resources. Provides assistance to employees and/or citizens with basic questions and requests; Serves as department receptionist and answers multi-line telephone; Types letters and other materials from rough drafts, marginal

notes, or verbal instructions; Checks forms, records, reports, applications and other material for accuracy, completeness and conformity with established procedures; Position is 11am-5pm Monday-Friday, part-time, no benefits, \$10.00/hour. Application required and available online at [www.fcva.us](http://www.fcva.us). Only applicants selected for interview will be contacted.

**EXECUTIVE DIRECTOR | Northern Shenandoah Valley Regional Commission**

Located in the beautiful Shenandoah Valley, the Northern Shenandoah Valley Regional Commission (PDC# 7) is a regional planning organization with major emphasis in the areas of Hazard Mitigation, Housing and Community Development, Natural Resources and Transportation. NSVRC serves local government jurisdictions in a geographic region of over 240,000 citizens in the Counties of Clarke, Frederick, Page, Shenandoah and Warren as well as the City of Winchester and is responsible for facilitation of intergovernmental cooperation to address regional priorities. It is the administering agency for the WinFred Metropolitan Planning Organization (WinFred MPO). The position offers a competitive benefit package; salary will be negotiated commensurate with experience. Please submit a letter of application, a detailed resume with salary history and professional references to: Shelley Owens, Interim Executive Director, 400 Kendrick Lane, Suite E, Front Royal, VA 22630 or email [sowens@NSVregion.org](mailto:sowens@NSVregion.org). A complete position description is available at <http://nsvregion.org/employment.html>.

**MAINTENANCE MECHANIC ASSISTANT | Frederick County**

Major responsibilities include: Provide support in maintenance of heavy equipment, landfill gas to energy plant and environmental controls located at the facility; Inventory and track material use; Maintains service records; Perform general maintenance on vehicles and equipment; Perform general maintenance on all types of pumps and other mechanical equipment; Clean and maintain orderliness in shop area. General County Application with resume required; position open until filled; Full-Time Position; Starting Salary: \$32,300. Application required and available online at [www.fcva.us](http://www.fcva.us). Only applicants selected for interview will be contacted.

**GIS TECHNICIAN -IT | Frederick County**

Major responsibilities include: Provides prompt and courteous service for all internal and external entities public or

private for GIS information request; Use the latest ESRI ArcGIS technology for design and production of various cartographic products for display, presentation, and publication by County Agencies; Assists in the maintenance of the County's Enterprise GIS database, utilizing ESRI GIS suite of software; Interprets engineering plans, plat maps; conducts field work to verify and correct problems; Supports the GIS Manager in the resolution of Chapter 56 Code violations; Performs basic PC, Server, printer, and software maintenance to support GIS efforts; Works with other GIS staff to develop and maintain procedure manuals, metadata, and other documentation for GIS. General County Application with resume required; position open until filled; Full-Time Position; Starting Salary: \$40,400. Application required and available online at [www.fcva.us](http://www.fcva.us). Only applicants selected for interview will be contacted.

**WATER TREATMENT PLANT OPERATOR | Gloucester County**

SALARY: Depends on Qualifications. CLOSING DATE: Continuous. Full-time position available at the Water Treatment Plant. Evening shift, 5 days per week to include Saturday and Sunday, 4pm to 12:30am with a 30-minute meal break. Hiring salary range \$24,724 to \$40,000 annually, dependent on qualifications and licensure level. Excellent career advancement opportunity. For a complete job description and to apply on-line, visit our website [www.gloucesterva.jobs](http://www.gloucesterva.jobs).

**PART TIME COMMUNITY EDUCATION COORDINATOR | Gloucester County**

SALARY: \$17.87 - \$18.50 Hourly. CLOSING DATE: 12/06/15. This part-time position is 20 hours per week and includes 1-2 evenings per week. Administrative work in planning, developing, coordinating and evaluating school and community involvement and information programs. or your application to be considered, a cover letter, resume and 3 letters of reference no older than 1 year MUST be submitted with your on-line application. A minimum of 3 professional references MUST be listed on the application. (Note: Professional references are individuals who can attest to your job related knowledge, skills and abilities while working or in a volunteer capacity and are not family or personally related. Professional references should include job title, company name and address, phone numbers and email address if available.). For a complete job description and to apply online, visit our website [www.gloucesterva.jobs](http://www.gloucesterva.jobs)



#### **Executive Committee**

**President:** Judy S. Lyttle, Surry County

**President-Elect:** Mary W. Biggs, Montgomery County

**1st Vice President:** William A. Robertson, Jr., Prince George County

**2nd 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

#### **Staff**

**Executive Director:** James D. Campbell, CAE

**Deputy Executive Director:** Dean A. Lynch, CAE

**General Counsel:** Phyllis A. Errico, Esq., CAE

**Director of Administration:** Vicky D. Steinruck, CPA

**Director of Communications:** A. Gage Harter

**Director of Intergovernmental Affairs:** Beau Blevins

**Director of Member Services:** Carol I. Cameron

**Director of Policy Development:** Larry J. Land, CAE

**Director of Technical Services:** John N. Kandris, A+, ACT, CCA

**Operations and Support Coordinator:** Amy Elizabeth Vealey, CMP

**VACORP:** Chris Carey, Administrator, 888.822.6772

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

1207 East Main Street  
Suite 300  
Richmond, VA 23219-3627  
Phone: 804.788.6652  
Fax: 804.788.0083  
[www.vaco.org](http://www.vaco.org)

County Connections is a semimonthly publication.

Editor: Gage Harter  
804.343.2502