

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

February 16, 2015



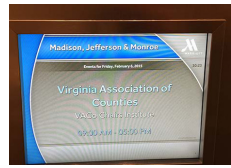
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The President's Post

By Penny Gross
VACo President

Shortly after the House and Senate unveiled their budgets on February 8, VACo staff identified several key initiatives that impact county governments.



The first initiative the Legislative Team zeroed in on was Local Aid to the Commonwealth – a \$30 million mandate placed on localities. Elimination of this reversion account is one of my top legislative priorities for VACo.

A little over two years ago, VACo working with counties and VML, helped save localities millions of dollars by advocating for the elimination of this reversion account. If you recall, since 2009, localities have had to cut state-funded programs or write a check to the Commonwealth to satisfy this mandate. The state general fund enjoyed a \$60 million return until the General Assembly cut that figure to \$50 million in FY 2013 and \$45 million in FY 2014.

With the \$10 million saved in FY 2013 and the \$45 million repealed in FY 2014, VACo's county leaders saved its communities and citizens \$55 million. This result represented the power of our advocacy.

However, state leaders brought back Local Aid to the Commonwealth to the tune of \$30 million when the revenue outlook was bleaker. It's time again to convince our lawmakers that this is too steep a burden to place on localities, especially with the updated outlook that has given the state more flexibility.

VACo continues to advocate to repeal the mandate. I hope you will participate in the process when we call for your help. Together we can do it again and eliminate Local Aid to the Commonwealth.

Ethics reform moves forward



The House and Senate have consolidated their numerous conflicts/ethics bills into separate omnibus bills, which have passed and sent to the other chamber. [HB 2070 \(Gilbert\)](#) and [SB 1424 \(Norment\)](#) are the vehicles for ethics/conflicts reform this session.

VACo's adopted policy supports common sense efforts to strengthen Virginia's public ethics and conflicts of interest (COI) laws. VACo also supports efforts to make sure current and future changes to these laws are applicable and practical at the local level.

An important goal for VACo is to preserve meaningful local representation on the Conflict of Interests Advisory Council or any other body created to address COI/ethics issues and disclosure procedures. VACo believes that a public official's job-related travel, paid for by his or her own governmental agency or some other governmental or member organization, should not be considered a gift and therefore should not require a waiver or be reported on the official's financial disclosure statement.

VACo also has been working on language that would allow local officials to file their semi-annual financial disclosure statements with the clerk of their governing body instead of directly to Richmond.

HB 2070 in its current form is closer to meeting VACo's objectives but still needs work. The bill has been assigned to the Senate Rules Committee for consideration. SB 1424 as passed by the Senate, however, requires centralized filing in Richmond and contains language that would necessitate extensive reporting and waiver requests for local officials to conduct their everyday business.

On February 13, the House Courts of Justice Committee considered SB 1424 and passed a substitute to the bill that conforms it to HB 2070. This procedural moves sets up a likely scenario where the two bills will be worked out in a conference.

VACo will continue to work to educate legislators about the implications for the thousands of local officials that will be impacted by any changes.

VACo Contacts: [Phyllis Errico, CAE](#) and [Erik Johnston, CAE](#)

Hundreds of leaders flock to Richmond to advocate for counties



More than 200 county leaders participated in the state legislative process by attending VACo County Government Day on February 5. The event featured a keynote address by Virginia Transportation Secretary Aubrey Layne, staff reports by the VACo Legislative Team and county leaders advocating state lawmakers at the Capitol. The Virginia Association of Planning Districts Commissions was also a partner.

“We’re excited to be advocating for Virginia’s 95 counties today,” VACo President Penny Gross said to attendees. “It’s our day to be the face of county government at the Capitol.”

VACo issued a legislative bulletin during the event that identified active bills effecting county government. The bulletin provided county leaders with VACo’s positions on bills as well as talking points and legislative contacts. Officials then visited the Capitol and their legislators to advocate for counties.

Gross urged her colleagues to use the legislative information to advocate their General Assembly member. She told the crowd, “This is our purpose today.”

[Read the County Government Day Bulletin](#)

[Watch Secretary Aubrey Layne’s Address](#)



VACo President Penny Gross and VAPDC President Billy Martin share a moment before County Government Day.



Transportation Secretary Aubrey Layne addresses county officials as VACo President Penny Gross and VAPDC President Billy Martin look on.

County Leaders Visit the Capitol



County leaders from all over the Commonwealth visited with their legislators on February 5 as part of VACo County Government Day.

Here are a few photos of that experience.

Photo Left: Dinwiddie County representatives meet with Senator Rosalyn Dance.

Photo Below: Montgomery County leaders share VACo's County Government Day Bulletin with Senator Ralph Smith.

Photo Bottom Left: Lunenburg County and Nottoway County representatives caught up with Delegate Thomas Wright.

Photo Bottom Right: VACo President-Elect and Carroll County Supervisor David Hutchins met with Delegate Jeffrey Campbell.

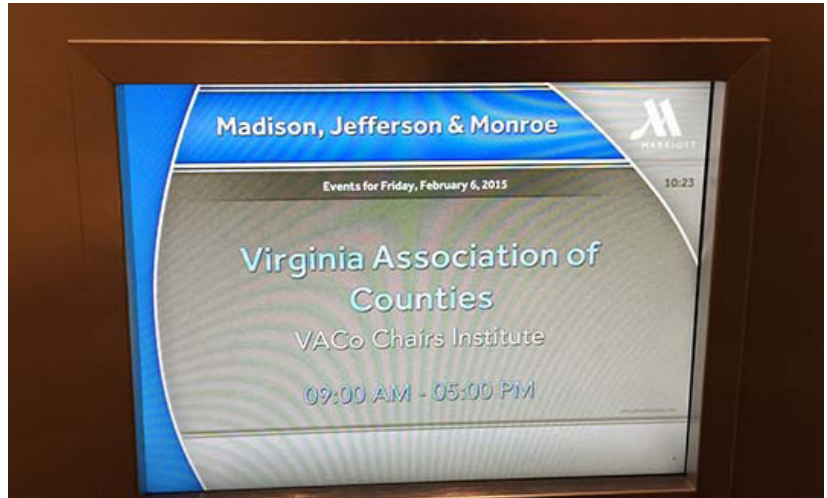


Chairs' Institute brings county officials together in learning

Seventeen county leaders completed the Chairs' Institute on February 6-7. The annual institute offers a professional learning experience that is carefully tailored to the needs of county board chairs and vice chairs.

Below is a list of those earning certification in 2015.

- **Rex W. Alphin** | Isle of Wight County
- **James A. Borland** | Campbell County
- **Ruby A. Brabo** | King George County
- **Claire Anne Collins** | Bath County
- **David L. Cox** | Greene County
- **Delores C. Darden** | Isle of Wight County
- **Barbara Jarrett Drummond** | Brunswick County
- **Stephen A. Elswick** | Chesterfield County
- **Karen Harless Hodock** | Bland County
- **Bernard Lee Jones, Sr.** | Brunswick County
- **David A. Karaffa** | Augusta County
- **Steven E. Nixon** | Culpeper County
- **Lizbeth A. Palmer** | Albemarle County
- **Larry D. Saunders** | Nelson County
- **Laura A. Sellers** | Stafford County
- **Anne F. Seward** | Isle of Wight County
- **Stephen L. Wilkerson** | Bedford County



During these uncertain times, county leaders must be prepared for every eventuality. To succeed, board chairs and vice 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. To help county officials develop these skills, the Chairs' Institute featured seven sessions presented by some of the leading experts in the Commonwealth.

"The Chairs' Institute continues to be one of our most successful educational opportunities," VACo Executive Director Jim Campbell said. "This year's class was very knowledgeable and experienced, but still eager to learn. Their willingness to improve as county officials through education shows why they are leaders in their counties."

VACo thanks everyone who participated in making the Chair's Institute a fun and successful educational event.

VACo Contact: [Phyllis Errico, CAE](mailto:Phyllis.Errico@vaco.org)

Capitol Contact

Virginia General Assembly 2015

Virginia Association of Counties • 1207 E. Main Street, Suite 300 • Richmond, VA 23219
www.vaco.org • 804.788.6652



General Assembly in full swing means Capitol Contact in your inbox

It's been a fast and furious General Assembly Session here at VACo. Our Legislative Team has worked hard advocating on a slew of issues affecting counties.

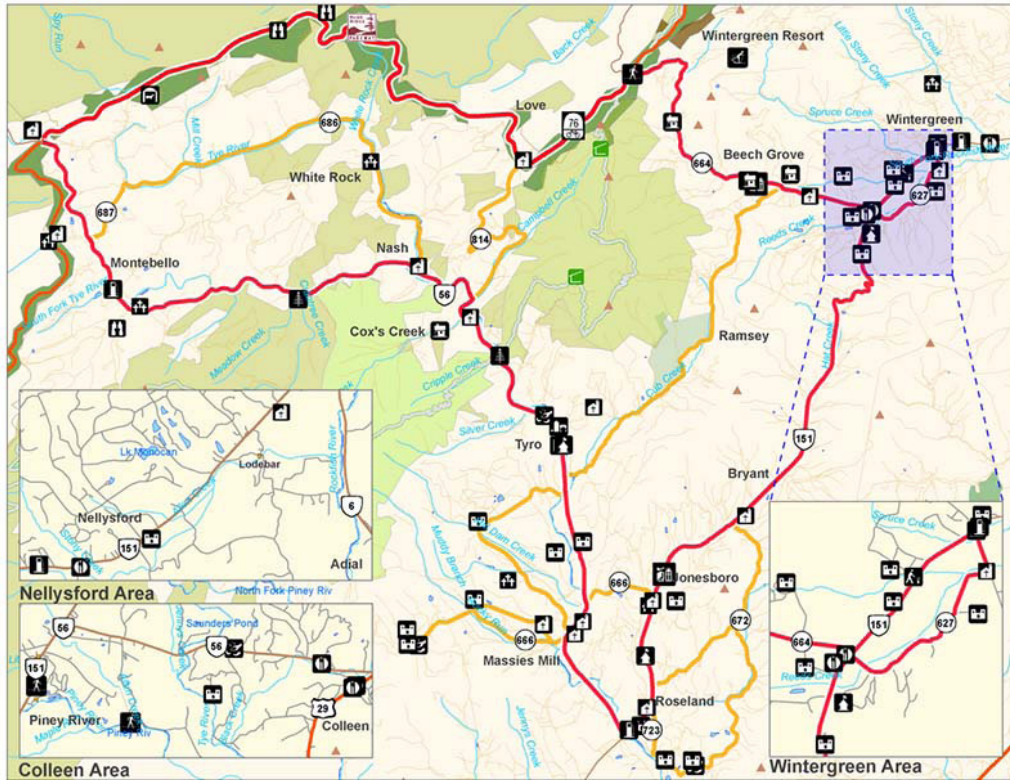
We've chronicled these issues in nearly 20 Capitol Contacts since the start of the session. Capitol Contact is VACo's legislative bulletin that is published at least twice a week on Tuesday and Thursday when the General Assembly is in session.

Here are the latest Capitol Contacts.

- February 12, 2015:** [Oppose real property tax bill](#)
- February 11, 2015:** [Support bill giving localities and schools the option to join state health insurance plan](#)
- February 10, 2015:** [A look at some House and Senate Budget proposals](#)
- February 9, 2015:** [House and Senate release respective budgets](#)
- February 9, 2015:** **ALERT!** [Oppose professional services bill with fiscal impact for local taxpayers](#)
- February 6, 2015:** [Bad BPOL bill tabled](#)
- February 5, 2015:** [County Government Day Bulletin](#)
- February 3, 2015:** [Bill limiting county meals tax flexibility defeated](#)

VACo members, if you aren't receiving Capitol Contact, please email Gage Harter at gharter@vaco.org to be added to the distribution list.

Visit Nelson County and the Nelson Scenic Loop



10 Facts About the LOOP

- 50 miles long
- Consists of four scenic byways
- Traverses three ridge mountain watersheds
- Rises from elevation 850 feet to 4,050 feet
- Bisected by Rockfish and Tye Rivers
- Blue Ridge Parkway is 75 years old
- Monticello Fish Hatchery is 80 years old
- Nelson County founded in 1807
- Wintergreen Resort contains 10,000 Acres
- Appalachian Trail runs the west border

Next exhibit at the Natural History Center is on biodiversity, which will open on April 5.

Attention history buffs, naturalists, architectural hounds, hikers, and wine aficionados! The Nelson Scenic Loop—comprised of four scenic byways—is a 50-mile auto and bike tour that features Nelson County’s bounty of natural, cultural, and historic attractions.

Encompassing the Blue Ridge Parkway, Patrick Henry Highway (VA Route 151), Beech Grove Road (County Route 664) and Crabtree Falls Highway (VA Route 56), the Nelson Scenic Loop traverses both the verdant foothills of the Piedmont as well as the summits of Virginia’s Blue Ridge Mountains.

Commence your journey at the Rockfish Valley Foundation Natural History Center at Spruce Creek Park on Route 151 in Wintergreen, Virginia. The Visitor Center showcases the loop and its associated points of interest. While there, learn about the 1969 tragedy of Hurricane Camille, and stroll the adjacent Rockfish Valley Foundation trails.

Discover History

Along the loop, you can encounter the landscape that was shaped by the clash of two planter cultures – the Scotch-Irish and Anglicans – who left a legacy of diverse farming practices, architecture, and local craft. There are a number of registered national historic landmarks. These properties are not open to the public so please honor the privacy of the owners.

Experience Natural Wonders

The Nelson Scenic Loop extends along the steep, narrow valleys and wider floodplains carved by the Tye and Rock fish Rivers. The region’s fertile soils have been used to raise a special dark leaf tobacco and distinct apple varieties popular around the world. Today, apple orchards, wineries, and breweries along the loop perpetuate Nelson’s agrarian heritage.

Scenic and natural wonders also abound. Hike the Appalachian Trail, visit Crabtree Falls, or stop at a scenic overlook along the Blue Ridge Parkway, while witnessing colorful fall foliage or abundant spring floral displays of native azaleas, rhododendrons, and mountain laurel.

Support Local Enterprise

The Nelson Scenic Loop is your ticket to visit local potters, painters, and burl wood artists in their studios, while enjoying local food and wine in our restaurants and markets.

The total loop is 50 miles. In addition there are many scenic spurs and related points of interest.



The Natural History Center serves as a starting point for the Nelson Scenic Loop.

Mark Your Calendars



SAVE THE DATE
House Bill 2 Stakeholder Outreach Workshop
Hosted by: Office of Secretary of Transportation

Your input is needed for a second round of workshops in the development of a new process to score transportation projects across the state. You are invited to attend a workshop closest to you in February or March. This input is critical to shaping the scoring process prior to making recommendations to the Commonwealth Transportation Board in March.

Please RSVP **three** days in advance of your scheduled workshop to the following persons, if you plan to attend or will be sending a representative on your behalf.

Hampton Roads District - Feb. 19, 2 pm

Vicki Thacker (757)925-2512
HRTPO
723 Woodlake Drive
Chesapeake, VA 23320

Richmond District - Feb. 24, 1 pm

Daphne Campbell (804)524-6310
DMV
2300 W. Broad Street
Richmond, VA 23220

Northern Virginia District - Feb. 26, 1 pm

Andy Beacher (703)259-2239
NVTA
3040 Williams Drive, Suite 200
Fairfax, VA 22031

Staunton District - March 3, 1 pm

Sandy Myers (540)332-9201
Rockingham County Department of Fire and Rescue
20 East Gay Street
Harrisonburg, VA 22802

Bristol District - March 5, 2 pm

Naoma Norris (276)669-9905
Southwest Virginia Higher Education Center
1 Partnership Circle
Abingdon, VA 24210

Culpeper District - Feb. 23, 1 pm

Karen Settle (540)829-7512
Germanna College – Locust Grove Campus
2130 Germanna Highway
Locust Grove, VA 22508

Fredericksburg District - Feb. 25, 1 pm

Kelly Hannon (540)656-0321
Fredericksburg Residency
86 Deacon Road
Fredericksburg, VA 22405

Lynchburg District - March 2, 1 pm

Dana Dalton (434)856-8171
Merritt Hall, Central Virginia Community College
3506 Wards Road,
Lynchburg, VA 24502

Salem District - March 5, 9 am

Mary Brandt (540)387-5348
Green Ridge Recreation Center
7415 Wood Haven Road
Roanoke, VA 24019

For more information on House Bill 2 visit us on the web at <http://virginiahb2.com/>

Agritourism in the Creative Economy

Tuesday, March 10 to Wednesday, March 11 | Stonewall Jackson Hotel | Staunton, Virginia

Two-days filled with fresh ideas on . . . event planning, marketing, zoning and conservation, food safety and experience-based tips and tricks to make your agritourism business a success in the evolving creative economy. Visit <http://ext.vt.edu/topics/agriculture/agritourism/files/program.pdf> to review the conference program

Special Guests include

The Honorable **Maurice Jones**, Secretary of Commerce and Trade | The Honorable **Todd Haymore**, Secretary of Agriculture and Forestry | Ms. **Mary Rae Carter**, Special Advisor for Rural Partnerships | Dr. **Ed Jones**, Director of Virginia Cooperative Extension

1—Register online by visiting <http://tinyurl.com/AgritourismConference2015> and completing the registration form. You may register for one day (\$95) or both days (\$135).

2—Mail your check made payable to Treasurer, Virginia Tech for the \$135 registration fee (both days) or \$95 (one day) and the completed Registration Sheet located at <http://ext.vt.edu/topics/agriculture/agritourism/files/registration.pdf> to Dr. Martha A. Walker, Virginia Cooperative Extension; 150 B Slayton Ave.; Danville, VA 24540.

Conference registration deadline is Thursday, February 26. (No refunds after this date). Virginia Cooperative Extension is unable to accept payment by credit card.

news from our
associate members



Celebrating 35 Years of Design Excellence

DJG is growing. The engineering, architectural and planning firm recently added four new members to its staff.

Duncan McClellan, PE, BEMP, LEED AP, CRM has joined the firm to provide mechanical engineering services with a focus on energy modeling. He brings almost 10 years of design experience in the building and industrial arenas. He is currently designing the TV Studio Renovations at Cherry Point, NC. Duncan holds a Bachelor of Science in Mechanical Engineering from Virginia Military Institute. In addition to being a Building Energy Modeling Professional, he is also a LEED Accredited Professional and a Certified Carbon Reduction Manager.

Brian Dowd and Blair Davis, EIT, LEED AP BD+C have joined the growing electrical engineering team.

Brian Dowd recently graduated from Old Dominion University with a Bachelor of Science degree in Electrical Engineering. He was a member of the Golden Key Honor Society and the Honors College. Brian is designing a project at Busch Gardens and assisting with a Hangar Renovation at Cherry Point, NC.

Blair Davis, EIT, LEED AP BD+C, GGP graduated from Old Dominion University with a Bachelor of Science with Electrical Engineering and a minor in Engineering Management. She is currently designing an emergency generator for John Tyler Community College's Byrd Hall and assisting in the design of a Mess Hall for the Virginia Department of Military Affairs in Blackstone. In addition to being a LEED Accredited Professional, she is also a Green Globes Professional (GGP) as well as a Guiding Principles Compliance Professional (GPCP).

Brendan Sweeney, PE has joined as a Structural Engineer. With two engineering degrees, Brendan brings 8 years of experience to the firm. He graduated from ODU with Bachelor of Science in Civil Engineering. He is currently working on the Public Works Complex Phase 2 for the Town of Kill Devil Hills, NC.

MacArthur Foundation Announces \$75 Million for Jail Reform

The MacArthur Foundation has announced an exciting opportunity to undertake local jail reform through its new [Safety and Justice Challenge](#), a five-year \$75 million investment that seeks to reduce over-incarceration in jails.

The Challenge is looking to improve local criminal justice systems across the country and safely reduce jail incarceration - with a particular focus on addressing disproportionate impact on low-income individuals and communities of color. Selected sites will reveal new and better ways of targeting resources, more effective risk assessment to determine if confinement is really necessary and better public safety returns and social outcomes.

Twenty sites will initially be selected to receive a grant of \$150,000 to support an intensive six-month planning process, during which they will rigorously examine how their jails are being used and what strategies will reduce the inappropriate use of jail without compromising public safety. Each site will produce a plan for implementing these reforms. Then, beginning in 2016, as many as 10 of these jurisdictions will be selected for a second round of funding of up to \$2 million to support implementation of their jail reduction plans.

The turn-around time on this is fairly short—applications are due March 31—so we are sending you this information and RFP right away. More information about the Challenge can be found here: www.safetyandjusticechallenge.org and the RFP is available here: <https://safetyandjustice.fluidreview.com/>.

For further guidance, the MacArthur Foundation will host three live webinars to walk applicants through how the competition will work and answer any queries you might have about the application process. The webinars will take place on the dates below; registration is necessary to participate.

To register, send an email to safetyandjustice@macfound.org and indicate which webinar you plan to attend:

Wednesday, February 25 from 12:30pm - 1:30pm

Thursday, February 26 from 11am - 12pm

Tuesday, March 3 from 4pm - 5pm



NACo 2015 ACHIEVEMENT AWARDS PROGRAM

OPEN FOR SUBMISSIONS

The National Association of Counties (NACo) is excited to announce that it is **currently accepting applications for the 2015 Achievement Awards!**

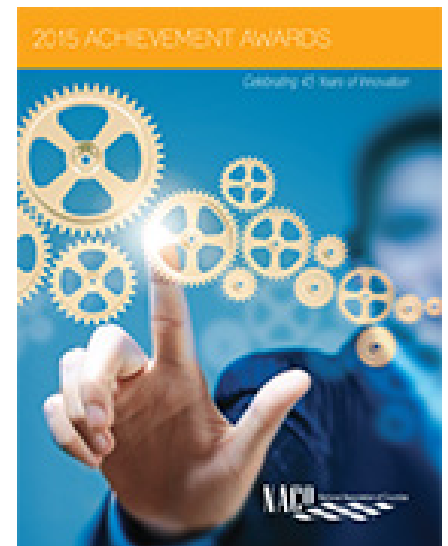
For forty-five years, NACo has recognized innovative programs in county government through the Achievement Awards Program. The awards provide an excellent opportunity for winners to promote their successes to a larger audience and share best practices with their partners and peers.

As a non-competitive awards program, each application is judged on its own merits and not against other applications received. Awards are given in 21 different categories culminating with an awards celebration at the 2015 NACo Annual Conference and Exposition in Mecklenburg County, North Carolina.

For more information on the application process, deadlines and program criteria, please see the promotional materials by [clicking here](#).

We look forward to hearing from you and learning about the outstanding accomplishments of the 3,069 counties across the country!

For more information, please contact, awards@naco.org.



[Click here](#) to check out the *2015 Achievement Awards Brochure*

NACo's Innovation Challenge for coal-reliant counties and regions

The National Association of Counties ([NACo](#)) and the National Association of Development Organizations ([NADO](#)) Research Foundation are pleased to announce a **new opportunity for counties and regions experiencing economic challenges due to the contraction of the coal industry**. This opportunity is part of NACo and NADO's partnership with the U.S. Economic Development Administration ([EDA](#)) to support coal-reliant communities with becoming more resilient to changing economic conditions. Throughout 2015, NACo and NADO Research Foundation will host three **intensive, hands-on training workshops designed to boost the innovative potential of coal-reliant counties and regions seeking to grow and diversify their economies**. Counties and regions are asked to form teams to apply to enter the program, and teams that submit winning applications will be selected to attend a workshop facilitated by expert practitioners. These workshops will be structured to guide counties and regions to design solutions tailored to their communities' needs and identify implementable projects.

- For more information about this program including eligibility, application instructions and FAQs, please visit the program webpage [here](#).
- The application to attend the first workshop is now open; to apply for the workshop, please fill out and submit the program application form located under the 'Application' tab [here](#).
 - Note: There are three separate competitions for each of the three workshops.
- For more information about application deadlines, eligibility and workshop dates, please visit the program Frequently Asked Questions (FAQ) document [here](#).



County Supervisors - Here's an opportunity to share your pride in your district through a video project. Produce your own 45-second video that showcases the beauty of your district or the folks in your community.

Here's how...

- Find that special place in your district that represents your pride in your community - whether it's a landmark, landscape, event or just a bunch of your friends and constituents together
- Use a phone with video capabilities
- On camera, introduce yourself, your district, your county, the place in the video and perhaps some history or facts of the location

Here's a sample script...

FADE IN

CAMERA frames the SUPERVISOR, who introduces himself/herself.

SUPERVISOR

Hi. I'm John Jones. Welcome to Wake County's Sixth District and our beautiful waterfall at Moss Creek Park! The waterfalls stretches 200 feet in the air and its water is warm enough to swim. Come visit us!

CAMERA pans the area to show the landscape and waterfalls.

FADE OUT

VACo will create a Supervisors Video Wall on www.vaco.org where the 45-second videos will be posted individually as they are received. We hope the video wall will grow to represent all of Virginia's supervisor districts.

As a reminder - each video should contain the following:

- Limit to 45 seconds in duration (the time limit allows you to email or text the clip)
- Supervisors must identify themselves
- Supervisors must identify their county and district
- Videos must be done in one take | No editing

Supervisors are encouraged to use their phones and email or text their clip to gcharter@vaco.org. Please contact gcharter@vaco.org to confirm delivery of your clip.

Employment Opportunities

Employment ads are edited due to space considerations. Visit www.vaco.org to view the full versions. Click on the County Employment link on the menu bar.

PLANNER | City of Lynchburg

\$33,238 to \$60,340. Interested in joining a great team of planning professionals working to make the City of Lynchburg the best place to live, work, play and visit? The Department of Community Development is looking for a dynamic entry level planner to assist with all phases of development projects, from concept design and initial review to approval and inspection of plans, plats and infrastructure projects. The successful applicant will also serve as staff support for a variety of elected and appointed bodies and assist with the development of studies, analyses and recommendations consistent with the physical, social and economic development of the City.

SENIOR TECHNOLOGY SUPPORT SPECIALIST | New Kent County

The Senior Technology Support Specialist performs difficult technical work planning, organizing, developing, implementing and maintaining the County's electronic information systems. The position requires the application of knowledge to new, unusual, and highly technical situations. The ability to develop relationships with all levels of staff and management is critical to success in this position. For complete information please review job posting on our website: www.co.new-kent.va.us. Human Resource, PO Box 150, New Kent, VA 23124.

BUYER I | Albemarle County

Non-Exempt, Pay Grade 12. The Buyer performs responsible technical and professional work in coordinating the County's and School Division's procurement system in accordance with Virginia Procurement Act and Albemarle County Purchasing Manual Codes and regulations, and purchasing best practices. Responsible for procurement of goods/services for the Purchasing Division and processing expenditures thereto, including the use and reconciliation of the PCard. \$17.35 - \$20.82/ per hour based on experience, education and internal equity. Internal candidates will receive pay adjustments in accordance with Local Government Personnel Policy, §P-60 and internal equity considerations. Open until filled.

PAYROLL SPECIALIST | Albemarle County

Non-Exempt, Pay Grade 12. The Payroll Specialist performs complex and specialized technical work in the areas of finance involving the preparation and maintenance of payroll system; does related work as required. Work is performed with a considerable degree of individual responsibility and independent judgment. \$17.35 - \$20.82 /per hour equivalent based on experience, education, and internal equity. Internal candidates will receive pay adjustments in accordance with Local Government Personnel Policy, §P-60. Open until filled

ELECTRICIAN | Albemarle

County" ELECTRICIAN - 2nd Shift. Building Services. Full-Time, 12 Months. Non-Exempt, Pay Grade 10. The Electrician performs responsible skilled work in the repair and installation of electrical lines, fixtures, and equipment; does related work as required. Supervision may be exercised over semi-skilled and unskilled workers. Maintains acceptable attendance in accordance with Albemarle County guidelines. \$15.07 - \$18.09/hr, depending on experience, qualifications, and internal equity. Plus shift differential for 2nd shift. Internal candidates will receive pay adjustments in accordance with County School Board Policy, GCBA-R and internal equity considerations. Position will work 2nd shift, 2 pm - 10:30 pm. APPLICATION DEADLINE: February 27.

COUNTY ATTORNEY | Sussex County

Sussex County is seeking a candidate to perform advanced professional and supervisory work while serving as chief legal adviser to the County government in all matters affecting the legal interests of the County. Position manages the law business of the County and departments, boards, commissions and agencies thereof, or in which the County has an interest; institutes, prosecutes, defends, comprises and settles all legal proceedings; advises the Board of Supervisors on legal matters; and, supervises staff and the administration of the County Attorney's Office. Application deadline: 4 p.m., March 6. To apply, submit Commonwealth of Virginia application, cover letter, resume and salary requirements to: Deborah A. Davis, County Administrator, Post Office 1397, Sussex VA 23884; if delivering in person, deliver to Sussex County Administration Building, 20135 Princeton Road, Sussex VA; email to:

ddavis@sussexcountyva.com. Please seal the envelope and mark it "CONFIDENTIAL." No faxes or phone calls please.

CHIEF OF FINANCIAL MANAGEMENT | Albemarle County

Exempt, Paygrade 22. The Chief of Financial Management oversees the financial operations in compliance with state and federal laws and in accordance with Generally Accepted Accounting Principles (GAAP) and Governmental Accounting Standards Board (GASB). Performs complex, professional and administrative work in the planning, organizing and directing the financial activities of the County. \$72,958 - \$119,090/annual equivalent based on experience and education. Internal candidates will receive pay adjustments in accordance with Local Government Personnel Policy, §P-60. Open until filled

BUSINESS ANALYST | Town of Culpeper

Full-Time - Excellent Benefits. \$46,238 - \$73,985. The successful candidate will analyze business needs; assist in the design, development and testing of computer systems and programs; develop a variety of technical documentation including workflow, entity relationship diagrams, system specifications, user manuals, and other documents; maintain internet and SharePoint-based intranet websites; assist with the creation of databases and web applications that interact with databases; research and gather information to evaluate systems and software to improve user efficiencies; and assist with in-house training sessions. Application and position profile are available at www.culpeperva.gov. Open until filled.

FIRE RESCUE TECHNICIAN I/III/IV | James City County

Salary dependent on qualifications (DOQ) + benefits; Fire Rescue Technician I (Recruit)-\$37,761/year, Fire Rescue Technician I (Certified)-\$39,649 or higher DOQ, Fire Rescue Technician III-\$43,713 or higher DOQ, Fire Rescue Technician IV-\$45,899 or higher DOQ; Progressive fire department offering exciting opportunities for a career in firefighting and emergency medical services! View all process information at <http://www.jamescitycountyva.gov/fire>. Do you have questions? Contact a Fire Department Recruiter at fire.recruiting@

EMPLOYMENT

Continued from page 10

jamescitycountyva.gov or call 757.565.7650. Accepting applications until February 20. To apply, submit an online application on the James City County Career Center website at <https://jobs.jamescitycountyva.gov>.

HUMAN RESOURCES DIRECTOR | James City County

Salary up to \$115,000, DOQ + benefits; James City County is seeking candidates with considerable experience in human resource management and supervision, preferably in the public sector, to plan, direct, and evaluate comprehensive human resource programs, policies, and strategic initiatives in support of the County's mission, vision, and values. The position supervises HR staff and reports to the County Administrator. Please submit a James City County application, including a resume and a cover letter. Applications will be accepted until the position is filled. To apply, submit an online application on the James City County Career Center website at <https://jobs.jamescitycountyva.gov>.

REAL ESTATE APPRAISER I/II | James City County

Real Estate Appraiser I: \$35,126 or higher, DOQ + Benefits; Real Estate Appraiser II: \$40,612 or higher, DOQ + Benefits; James City County Real Estate Assessment Division is seeking responsible individual to perform work assembling, evaluating, and analyzing information about property values to produce uniform, accurate appraisals of residential property in conformance with applicable statutes, codes, and standards of professional practice. Accepting applications until position is filled. To apply, submit an online application on the James City County Career Center website at <https://jobs.jamescitycountyva.gov>.

COUNTY MANAGER | Beaufort County, N.C.

SALARY RANGE: COMMENSURATE WITH EDUCATION AND EXPERIENCE. Beaufort County is seeking qualified applicants for the position of County Manager. The county has a population of near 50,000 and is located in the eastern coastal area of North Carolina on the Pamlico River. The County operates under a commission/manager form of government with a seven member board, 318 full time employees and an annual general fund budget of over \$54,000,000. Submit Beaufort County application with resume to: Deloris Creasman, Beaufort County Administrative

Building, 121 W. 3rd Street, Washington, NC 27889. Beaufort County applications are available online at www.co.beaufort.nc.us or can be obtained at the Beaufort County Administrative Building. Application deadline: Open Until Filled.

PUBLIC WORKS DIRECTOR | Powhatan County

Under limited supervision, this position performs complex professional and administrative work, coordinating and supervising the operations of the Public Works Department. Managing all county public utilities, overseeing maintenance of buildings and grounds of all general government properties, overseeing all general government capital projects, and overseeing the county's solid waste convenience center. Starting salary range is \$80,000 to \$95,000, based on qualifications and experience. Applications and a full job description may be obtained at www.powhatanva.gov, or at the Powhatan County Administration Office located at 3834 Old Buckingham Road, Powhatan, Virginia. All submissions must have a completed county application and resume. Position open until filled, with preference given to applications received by Friday, March 6.

INDUSTRIAL ELECTRICIAN | James City County

\$37,769 or higher, DOQ + Benefits; James City Service Authority (JCSA) seeking individual to work in the maintenance and repair of control system equipment such as electrical, electronic, microprocessor and variable frequency drives, electro-mechanical, power generation, and SCADA components. To apply, submit an online application on the James City County Career Center website at <https://jobs.jamescitycountyva.gov>.

PROJECT MANAGER | Loudoun County

The Project Manager will report to the Chief of Staff and will serve as the liaison to multiple Committees of the Board of Supervisors. The successful candidate will independently research, prepare, coordinate and present items to committee members; ensure quality control, consistency, and accuracy of committee staff reports; manage the day-to-day budgets of County Administration and the Board of Supervisors; and assist the Chief of Staff in preparation of the annual budget, narratives, and quarterly performance measures for the Office of the County Administrator. Hiring Range: \$63,316-\$92,391. Recruitment #15-A211-935. Closes: February 20. Visit our online employment center at www.loudoun.gov for

more information and to apply.

CITY CLERK | City of Chesapeake

Closing Date: March 5. Salary: \$91,000/ Depends on Education/Experience. www.jobs.cityofchesapeake.net. Under the administrative direction of the Mayor, the City Clerk is responsible for planning, managing and overseeing the operations and services of the City Clerk's office including the preparing, posting and maintenance of agendas, minutes, and records for City Council; conducting or coordinating municipal elections and performing related duties as prescribed by statute or as may be assigned. The City Clerk is appointed by City Council. To be considered for this career opportunity, complete City of Chesapeake application at www.jobs.cityofchesapeake.net.

PROGRAM MANAGEMENT MANAGER | Virginia Department of Transportation

Position Number: 21323. Work Location: Richmond City. Pay Band: 6. Hiring Salary Range: \$70,103 - \$93,000 (Salary negotiable based on training and experience). Closing Date: Tuesday, February 17 at 5 p.m. Telework Eligible: Yes. The Virginia Department of Transportation is seeking a motivated and experienced candidate to fill the role of the Planning, Reporting, and Analysis Team Lead position to support the Federal Programs Management Division in providing transparency and financial accountability for federal transportation funds while complying with federal and state regulations and policies. Online application required. For benefits information or to apply online, visit <http://www.VDOT.jobs>. For additional assistance contact the Human Resources Office at: 804.786.5011 or the VA Relay Center: 1.800.838.1120.

DEPUTY DIRECTOR CSB | Fairfax County

Job Announcement #15-00188. \$95,844 - \$159,740. The Fairfax-Falls Church Community Services Board is seeking an experienced, results-oriented Deputy Director of Administrative Operations to be responsible for business operations, administration and strategy. Under the general direction of the Executive Director, the Deputy Director of Administrative Operations is responsible for providing leadership of day-to-day non-clinical operations including objectives required for all Human Services agencies. [View a detailed profile of this position](#). SELECTION PROCEDURE: Panel interview, may include

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written exercise. TO APPLY: Apply online at agency.governmentjobs.com/fairfaxcounty by 5 p.m. on March 13.

COUNTY ATTORNEY | James City County
Salary dependent on qualifications + benefits; James City County is seeking a candidate with extensive law experience in the public sector to perform advanced professional and supervisory work while serving as chief legal advisor to the County government in all matters affecting the legal interests of the County. Position manages the law business of the County and departments, boards, commissions and agencies thereof, or in which the County has an interest; institutes, prosecutes, defends, comprises and settles all legal proceedings; advises the Board of Supervisors on legal matters; and, supervises staff and the administration of the County Attorney's Office. Accepting applications until position is filled. To apply, submit an online application on the James City County Career Center website at <https://jobs.jamescitycountyva.gov>.

DIRECTOR OF PARKS, RECREATION AND PUBLIC FACILITIES | City of Fredericksburg

The Director reports directly to the City Manager and works closely with the City's Recreation Commission in providing a wide range of high quality recreational facilities and programs for the City's residents and visitors and is responsible for day to day operations and oversight for a wide-ranging department and operates with a Fiscal Year 2015 budget of \$4,773,578 and a workforce of 33 full time and approximately 200 part-time staff. The salary range for the position is negotiable within a range of \$78,957 - \$113,828, based on the successful candidate's qualifications and experience. A full profile describing the City, the Director's position and the Department's programs may be found at www.Springsted.com under "Active Executive Search" or at the City's website: www.fredericksburgva.gov. The application deadline is March 13. To be considered please submit a résumé with five (5) professional references and salary history to: John A. Anzivino, Springsted Incorporated, 1564 East Parham Road, Richmond, VA 23228, Fax: 804.726.9752, or e-Mail: richmond@springsted.com.

BUSINESS RETENTION AND EXPANSION MANAGER | Town of Ashland

The Town serves as a hub for destination

tourism, hospitality, and logistics/distribution industry clusters. The ideal candidate is required to be ethical, approachable, trustworthy, proactive, apolitical, and committed to service. Starting salary range is \$55,000 to \$62,000/year. Complete job description and application forms are available online at www.town.ashland.va.us, the Ashland Municipal Building, 101 Thompson Street, P. O. Box 1600, Ashland, VA 23005, or by calling 804.798.9219. Applicants must submit resume along with completed town application form to the attention of Wanda Cornwell at the above mailing address or wcornwell@town.ashland.va.us. Open until filled with first review on February 17.

DIRECTOR OF PARKS & RECREATION | City of Lynchburg

The City of Lynchburg is seeking a visionary, innovative, and proactive individual to lead the Parks & Recreation Department. A goal of the City of Lynchburg is to be a responsive, effective and results focused local government. Accomplishing this goal requires an inclusive leadership philosophy and a collaborative management approach. The Director of Parks & Recreation is expected to lead at several levels: as the leader of the department, as a member of the City Manager's Leadership Team, and as an active participant in the community. Apply at <http://agency.governmentjobs.com/lynchburg/default.cfm>.

BUILDING CODES INSPECTOR | Shenandoah County

Responsible for enforcing the Virginia Uniform Statewide Building Code through daily field inspections and plans review. Any combination of education and experience equivalent to graduation from high school supplemented by course work in a variety of inspection specialties and considerable experience in one or more of the building construction trades is required. Salary is on Grade 16 of the County pay scale with a starting salary of \$35,007. Complete job description available by contacting the Office of the County Administrator, 600 North Main Street, Woodstock, VA 22664, 540.459.6165, or by visiting our website at <http://shenandoahcountyva.us/administration/employment>. Application deadline is Friday, February 20.

UTILITY ENGINEER | Hanover County

PUBLIC UTILITIES - Incumbent performs technical tasks related to operation, expansion and planning of public water and sanitary sewer systems; plan review; utilizes GIS system and water and sewer models;

and manages utility Capital Improvement Projects. \$45,136 - \$74,256 + benefits. This position is part of a career development program. Salary & level are dependent on qualifications. For more information and to apply visit www.hanovercountyjobs.com or call 804.365.6489 (TDD# 365.6140). EOE/MFDV.

COMMUNICATIONS SPECIALIST | James City County

\$37,769 or higher, DOQ + benefits; James City County seeking individual to perform responsible professional work assisting with live cable access TV, graphics, video-post production and duplication for local government TV channel. Assist with live television broadcast of James City County and Williamsburg-James City County School Board public meetings. [Click here to view requirements of position.](#) Accepting applications until the position is filled. To apply, please visit the James City County Career Center at <https://jobs.jamescitycountyva.gov>.

ECONOMIC DEVELOPMENT

COORDINATOR | City of Manassas

The City of Manassas is seeking a progressive-thinking professional to support a comprehensive economic development and tourism program for the City which includes planning, coordinating and implementing marketing and advertising, maintaining and disseminating information and assisting prospects and existing businesses. Hiring Range: \$60,236.80 - \$78,291.20. Applications will be accepted until position is filled. Initial review and preference will be given to applications received by February 27. To apply, complete a City application at <http://www.manassacity.org/hr/jobs> including cover letter and resume with references.

COUNTY ADMINISTRATOR | York County

York County, VA (Population 66,269). If you are looking for a great place to live, play, raise a family and be a County Administrator, you cannot do any better than York County, VA. The ideal candidate is a professional manager who is open, honest, and of high moral and ethical character. The individual will need to have excellent interpersonal and communication skills. The previous administrator was well-respected and left some big shoes to fill. E-mail your resume to Recruit26@cb-asso.com by February 9. Submissions by regular mail or facsimile will not be considered. Questions should be directed to Merv Timberlake at 561.289.7641 or Colin Baenziger of Colin Baenziger & Associates at 561.707.3537.



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

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