

# COUNTY CONNECTIONS

The Newsletter of the  
Virginia Association of Counties

July 15, 2015



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## Region 6 meeting focuses on water quality and rural roads

County, regional and state leaders from VACo Region 6 gathered on July 6 in Shenandoah County to learn more about issues affecting area localities.

The meeting was planned and led by VACo Region 6 Director and Clarke County Supervisor Michael Hobert. Shenandoah County Supervisor Dr. Conrad A. Helsley and his fellow supervisors and staff hosted the meeting and welcomed attendees.

Holbert and Helsley stressed the importance of working together to express their local and regional issues to VACo and the members of their General Assembly delegation.

Discussions about Virginia's stormwater laws and regulations dominated the meeting. Representatives from the Department of Environmental Quality (DEQ) informed attendees about some significant changes to Virginia stormwater programs that are being considered by a 20 member stormwater Stakeholder Advisory Group (SAG).

The purpose of this SAG, which was convened by DEQ earlier this year, is to recommend legislative changes intended to better integrate the Virginia's Stormwater Management Act, the Erosion and Sediment Control Law, and certain components of the Chesapeake Bay Preservation Act. The SAG is scheduled to complete its work by the end of September.

Melanie Davenport, Director of DEQ's Water Division, and Gary Flory, Agricultural and Stormwater Program Manager for DEQ's Valley Regional Office, represented the agency at the meeting. [Click here to view their presentation.](#)

There were two other policy concerns raised by county officials. The first was related to the need to improve the conditions of roads in rural areas. The second was focused on alternative onsite wastewater treatment systems, and the issues raised by failing systems.

Delegate C. Todd Gilbert and Senator Mark D. Obenshain actively participated in the meeting.

Delegate Gilbert thanked VACo and its members for their active involvement with legislation passed by the 2015 General Assembly dealing with Ethics Reform.

Senator Obenshain talked mostly about the challenges the 2016 General Assembly will face as it considers a new budget for the next biennium, and how many different needs will compete for a limited amount of money. Delegate Randy Minchew's aide also participated in the meeting.

VACo Contacts: [Larry Land, CAE](#) and [Beau Blevins](#)

## Commonwealth posts record revenue surplus for FY 2015

Governor Terry McAuliffe and the leadership of the General Assembly's Money Committees gave local and state employees good news Monday when he announced preliminary figures show the Commonwealth ended FY 2015 with approximately \$553.3 million in surplus from general fund revenue collections.



The new revenue estimate represents the largest end-of-the-fiscal year surplus in the state's history, exceeding the mark of \$544.6 million set in FY 2005.

Governor McAuliffe also announced that the revenue figure will allow for a 2 percent pay increase for state employees – full-time, classified state employees; faculty at public higher education institutions; judges and justices of the Judicial Department; state-supported locally elected Constitutional officers and their full-time staffs, such as deputy sheriffs, local health departments and social services offices; full-time community services boards' staff and other eligible state-supported employees.

The Commonwealth will also pay its share of a 1.5 percent raise for teachers, which is subject to approval and matching by local governing boards.

Preliminary calculations indicate that total revenue collections rose by 8.1 percent in FY 2015, ahead of the revenue forecast of 4.7 percent growth. The main drivers were growth in individual income tax receipts from nonwithholding payments, payroll withholding and lower-than-expected individual income tax refunds.

As required by state law, about 96 percent of the surplus or \$533 million will be deposited in the revenue stabilization or Rainy Day Fund, as well as the Virginia Water Quality Fund.

"Virginia's significant revenue growth and preliminary year-end revenue surplus are a clear indication that our efforts to grow and diversify our economy are paying off," Governor McAuliffe said. "While we still have more work to do to shield our economy from sequestration and federal cuts, there is no question that we are headed in the right direction. I want to thank the bipartisan leaders in the General Assembly who worked with my team earlier this year to close a major revenue shortfall, get state employees a much-deserved raise and lay a foundation for future growth. I look forward to working with my colleagues to build on this momentum and lay a foundation for a new Virginia economy."

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

## VACo Annual Conference Update

Thank you to our sponsors for their support of the 2015 Annual Conference. Sponsorships provide attendees with additional conference benefits and better quality services at a reduced registration cost. They also provide the sponsor with direct contact with county decision makers, as well as a variety of advertising opportunities.

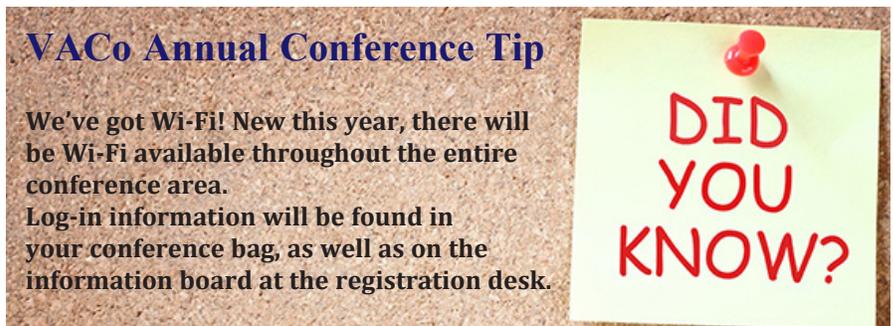
There are conference sponsorship opportunities still available, including the Monday afternoon break. This half-hour break is held in the exhibit hall where attendees meet to hear the results of the Exhibitor Drawing. It is a very well-attended, exciting time for all and a great opportunity for any company to be recognized. If your company has yet to take advantage of one or more of the sponsorship levels, see our [Annual Conference Sponsorship](#) form for more information, or contact [Carol Cameron](#).

There are also [golf tournament sponsorship opportunities](#) still available. A popular sponsorship among players is the refreshment cart sponsorship. The sponsoring company has two opportunities to play 18 holes with county decision makers and multiple advertising options throughout the remainder of the conference that will connect the company with all attendees. If your company is interested in sponsoring at one or more of these levels, or if you have any questions, please contact [Erik Johnston](#).

As the VACo team continues to organize the conference, the options listed will increase. Check back often for an updated list of available sponsorship levels.

**New feature this year: Conference Corner!** Be sure to check out the [Conference Corner](#). This is a new feature created this year to provide information about the conference and the hotel that new attendees may find helpful and returning attendees may appreciate the reminder. [Check out](#) the past two Conference Corner tips regarding the [importance of Dinner Reservations](#) and [Monday's VLGMA Luncheon](#).

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



## Green Government Challenge launched

VACo members may [now register online](#) to participate in the 2015 Green Government Challenge, a friendly competition designed to encourage implementation of specific policies and practical actions to protect the environment and promote energy efficiency by local governments and the broader communities they serve.



As in years past, those qualifying with at least 100 "green" points for completing certain action items will be recognized at the VACo Annual Conference in November.

So how will the revised challenge look? There will be more action items, up to 44 from the current 30, thereby presenting additional opportunities to garner points to reach the 100 level. Many of the new items will present opportunities for VACo members to develop partnerships (both public and private) to expand efforts at building more resilient communities. For example, points can be earned by participating in the FEMA Community Rating System (CRS) program, a certification process that reduces risks and damages due to flooding with the reward of lower insurance premiums for policyholders. Another example is the ability to earn points by facilitating or supporting a "solarize" initiative in your community to lower the cost of solar panel installations through bulk purchasing.

As with the current challenge, there will be plenty of resources and examples available on the website for each action item.

For more information and to register for the challenge go to [www.gogreenva.org](#). If you have any questions contact Larry Land, VACo's Director of Policy Development, at [Lland@vaco.org](mailto:Lland@vaco.org) or by calling 804.343.2504.

**VACo Contact:** [Larry Land](#)

## VACo County Officials Summit

Please join us for the County Officials Summit on August 13-14 in Henrico County.

### COUNTY OFFICIALS SUMMIT

August 13-14 | Richmond Marriott West  
[Summit Agenda](#) | [Summit Registration Form](#)  
[Summit Webpage](#) | [Online Registration](#)

The Summit will start with a half day of education on August 13 focusing on finance, workforce and economic development, federal issues, transportation and land use. These topics will be presented by cabinet members and other local, state and federal speakers.

VACo Steering Committees will meet on August 14 to receive updates on topics of interest and to consider and debate advocacy proposals for inclusion in VACo's legislative program. If you haven't signed up for a steering committee, please visit [VACo's website](#) for more information.

This event is free to VACo members and open to non-members for \$25. We ask that everyone complete [a registration form](#). Attendees and their guest can also stay at the Richmond Marriott West for \$83 per night by calling 804.965.9500 and asking for the VACo County Officials Summit rate, or using [this link to our dedicated webpage](#).

VACo staff will post updates about the Summit in County Connections as well as on [www.vaco.org](#). We look forward to seeing you at the County Officials Summit on August 13-14!

**VACo Contact:** [Amy Elizabeth Vealey](#) | 804.788.6652

## Grayson County Administrator Jonathan Sweet honored with national award

Penton Media's American City & County magazine has selected Grayson County Administrator Jonathan D. Sweet as its 2015 County Leader of the Year. The magazine presents the award annually to recognize outstanding leadership in county government across the nation and honored Sweet on July 12 at the 2015 National Association of Counties Annual Conference and Exposition. A profile of Sweet and his contributions to Grayson County will be featured in the July issue of the magazine and will be online at [www.americancityandcounty.com](http://www.americancityandcounty.com).

"We are immensely proud of Mr. Sweet for receiving this honor and don't know anyone more deserving of this distinction," said Brenda Sutherland, Vice Chairman of the Grayson County Board of Supervisors. "He is dedicated in his service to Grayson County and has always been citizen centric, putting them first and foremost in all he does."

When Sweet returned home to Grayson County in 2009 to serve as the County Administrator, he was given two primary tasks from his Board of Supervisors and a mandate from the general public as a whole. These two tasks were to "return financial stability to the county," and "to facilitate job creation and foster economic recovery to the community."

Both objectives appeared to be impossibilities considering the financial state the County was in with only a 0.9 percent Fund Balance, a growing \$2-million Tax Revenue Anticipation Note, \$18.3-million in new debt from a schools renovation and construction project, a stagnated economy, a costly CPI upshift for public education funding, unemployment rates on continuous rise, a rapidly declining population to include the fourth largest loss across the state in 2010, coupled with a lack of infrastructure to include no interstate, no natural gas, limited access to broadband, etc.

Despite all the circumstantial and logistical challenges, Grayson County has seen a reversal of all of the financial metrics and leading economic indicators in 2014. Sweet helped lead the strategic planning and steady approach that yielded one of the most transformative years in Grayson County history.

According to a report from the Virginia Economic Development Partnership, Grayson County finished second in the state in job creation per capita for 2014 out of all 95 counties and 36 independent cities within the Commonwealth and finished 17<sup>th</sup> overall in Capital Investment per capita. Out of the 131 localities and municipalities in Virginia, Grayson County was one of only 25 jurisdictions to have announced three or more qualified economic development projects in 2014 and successfully competed with China, North Carolina and California for said projects. Additionally, according to the U.S. Bureau of Labor, over the past five years Grayson County has seen unemployment rates as high as 14.6 percent in 2010. The last reportable unemployment rate for Grayson County (May 2015) stands at an 80-month low of 6.1 percent dating all the way back to January 2008. The three projects announced in 2014 collectively created more than 300+ new jobs and more than \$9.5-million in new capital investment. The new jobs created in 2014, essentially equated to one new job opportunity for every 23 citizens in the county's labor force (6,911 per U.S. Bureau of Labor). Over the last 24 months, the county, in concert with the Commonwealth, has facilitated 775 new jobs or one new job for every nine citizens in the county's labor force.

"Grayson County has truly emerged from the doldrums and has become an employment center for our region and a symbol of resilience and hope for rural counties across the country with close to 800 new jobs having been announced in the last 24 months right here in our county," stated David Sexton, Chairman of the Grayson County Board of Supervisors. "In 2014, consumer and specifically investor confidence visibly returned to the community and is without question the result of a shared county vision, strategic planning, our strong leadership team and a whole lot of hard work."

In 2014, the County adopted its most robust 5-Year Comprehensive Plan and has caused to be implemented and/or completed within the 2014 Calendar Year 63 of the 110 strategies enumerated within the Comp Plan; carried out the most comprehensive revamping of the Grayson County Zoning Ordinance since its adoption; undertook a complete rewrite of a new Grayson County Employee Handbook and creatively secured parity with constitutional officers' employees and county employees through individualized Memorandums of Understanding, which included the implementation of a Company Nurse Program and Employee Injury Hotline, switching over to self-funded dental insurance, a 1 percent negotiated reduction of employee health insurance rates and the development and implementation of the County's first Wellness Program.

The County furthermore saw substantial progress in capital projects in 2014 and completed several of its planned projects within its CIP to include a grant funded county phone system upgrade, courthouse renovations and needed ADA improvements, and a grant funded lead water meter replacement project for the county's water system to name a few.

"I am truly humbled by this honor and grateful to American City & County Magazine. I however, feel that this accolade should be shared with my Board of Supervisors, my extraordinary staff and with the citizens of Grayson County of whom I am privileged to serve", stated Jonathan Sweet. "I don't believe this would have been possible without God's blessings upon the county and the collective efforts of our entire Team, of which I want to sincerely thank for all they do in service to Grayson County."



*American City & County* has been the voice of state and local government since 1909. The magazine serves a powerful audience of city, county and state officials who are charged with developing and implementing government policy, programs and projects. The magazine maintains its leadership position by providing its readers with news, government trends, policy alternatives and operational solutions. For more about American City & County visit: [www.americancityandcounty.com](http://www.americancityandcounty.com).

## Henrico County Television wins Emmy for program on foster care

The Henrico County Television program “The Decision: Aging Out of the Foster Care System” earned a 2015 Emmy Award from the National Capital Chesapeake Bay Chapter of the National Academy of Television Arts and Sciences. The award was announced at the 57th annual Emmy Awards ceremony June 27 in Bethesda, MD.

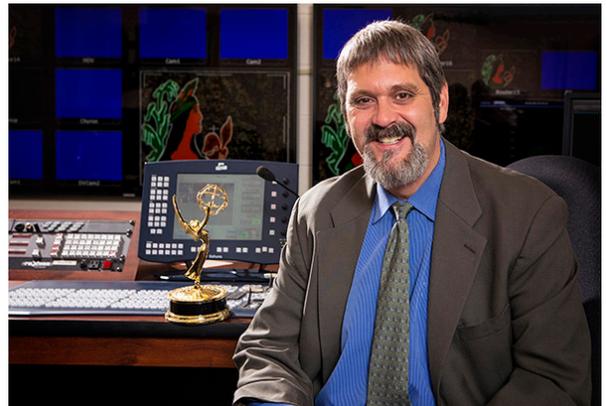
Produced and directed by Steve Boyd, the program won the award in the public/current/community affairs category. The 23-minute show features four young adults as they weigh the choice of transitioning from Henrico’s foster care system at age 18.

The Emmy is the first won by Boyd and the fifth by Henrico Public Relations & Media Services since launching HCTV in 2003. The department produces original, feature programming focused on Henrico County.

Boyd, a television producer/director, has been a member of the HCTV staff for more than eight years. A career photojournalist, he has also worked for WWBT in Richmond and WBOC in Maryland. He earned a bachelor’s degree from Virginia Commonwealth University.

Two other programs produced by HCTV received Emmy nominations in 2015: “A Day in the Life: A Reenactment of the Battle at New Market Heights,” produced and directed by Steven Dunn; and “Taking to the Sky: First Ladies of Aviation,” produced and directed by Geoff Weidele.

HCTV programming is available to Comcast subscribers in Henrico on channel 17, on Comcast Video On Demand, and on Verizon FiOS channel 39. Programs also can be viewed online at <http://henrico.us/pr>.



## VRS Employer Contribution Rates



The Virginia Retirement System Board of Trustees (VRS) took actions to certify employer contribution rates on June 19.

The 2015 General Assembly modified the total employer contribution rates for several employee plans. The contribution rate for the teacher plan will decrease from 14.50 percent to 14.06 percent, effective July 1 as a result of an accelerated state payment of approximately \$193 million against the 10-year outstanding deferral of contribution payments.

VACo members played a major role in raising the profile of unfunded teacher pension liabilities and appreciated the support of the Governor and General Assembly in adopting this accelerated state payment which will lower teacher contribution rates for both the state and localities.

Contribution rates for state employees, the State Police Officers’ Retirement System (SPORS), the Virginia Law Officers’ Retirement System (VaLORS) and the Judicial Retirement System (JRS) were increased to 90 percent of the VRS board-certified rates. These rates become effective August 10, contingent on fiscal year-end state revenue forecasts. Because the effective date falls in the middle of a reporting period, the August rates will be blended with the preceding month’s rates. The new rates become effective September 1.

Contribution rates for political subdivisions are not affected. See the rate chart on the [VRS website](#).

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

## Chesapeake Bay management strategies available online



The final version of the management strategies called for in the 2014 Chesapeake Bay Watershed Agreement are now complete and have been posted to the Chesapeake Bay Program website at <http://www.chesapeakebay.net/managementstrategies>.

The next step is the development of implementation plans for each strategy over the next few months.

VACo Contact: [Larry Land, CAE](#)

Driving Tour – Spotlight on King George County

Tour and stay overnight at the historic Belle Grove Plantation Bed & Breakfast on the banks of the Rappahannock River at Port Conway. Birthplace of President James Madison, this plantation offers world class lodging and a central point for exploring the area. Visit the King George County Historical Society & Museum and the Dahlgren Heritage Museum for local history, heritage and culture. Take a picnic lunch and hike the trails at Caledon State Park and Natural Area, a National Natural Landmark known for its old growth forest and home to one of the largest concentrations of American bald eagles on the East Coast.



Belle Grove Plantation Bed & Breakfast, King George County



Caledon Art & Wine Festival, Saturday  
November 7, 2015 at 10am, King George County



Unique Antiques Mall on Route 301, King George County

Check out Unique Antiques Mall on Route 301 for a wide variety of antiques and collectibles before heading to Oak Crest Vineyards for a wine-tasting experience and maybe an afternoon snack of their delicious cheese and sausage selections.

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



Oak Crest Vineyard & Winery, outdoor tasting area, near Dahlgren, King George County



**Mark Your Calendars**

**Excellence in Virginia Government Awards**

The Excellence in Virginia Government Awards (EVGA) are presented by VCU's L. Douglas Wilder School of Government and Public Affairs to celebrate the accomplishments of Virginians who have made distinctive contributions to the practice of government and to the well-being of our communities and our citizens.

Now entering its eleventh year, the EVGA has become a hallmark of excellence for both VCU and the commonwealth of Virginia. Last year's ceremony was a tremendous success with more than 300 individuals and 21 sponsors attending the event.

[View the award categories and past recipients.](#)

**Nominations**

The EVGA ceremony offers an ideal opportunity to recognize exemplary leadership and innovation while expanding interest and excitement in the field of public service. Generally, public nominations are reviewed between March and June each year.

[Learn more about making a public nomination.](#)

Public nominations made after June 1, will be considered for the 2016 EVGA ceremony.

**[Nominations Forms](#)**

For more information, contact: Diana Cutchin, M.S. | Director of Student Success | **Phone:** 804.827.2417 | **Email:** [dcutchin@vcu.edu](mailto:dcutchin@vcu.edu)

**JEFFERSON CUP AWARD**

VACo seeks nominations for this year's Jefferson Cup Award to be presented at the November 8-10 Annual Conference. **The deadline for nominations is August 1.**

Please submit nominations to Jim Campbell at [jcampbell@vaco.org](mailto:jcampbell@vaco.org).

Below is a brief history of the Jefferson Cup as well as criteria for award recipients.

On October 25, 1964 at The League of Virginia Counties Executive Board Meeting--The Committee that had been appointed by the President Stuart T. DeBell of Fairfax County to study methods and procedures for recognizing outstanding programs, contributions and achievements in local government, reported. The Committee recommended the establishment of an award for outstanding contributions and achievements in local government to be made at the discretion of an Awards Committee in a presentation at the Annual Meeting. The Committee further recommended that the Jefferson Cup suitably engraved to set on a wooden base be adopted as the award. The award was to be called THE JEFFERSON CUP AWARD.

**Criteria established for award recipients**

1. Any individual who has made an outstanding contribution to local government may be a recipient of the Award.
2. Any local government which has participated in an outstanding local government activity may be a recipient.
3. The Award is to be made at the Annual Meeting of VACo but may not necessarily be made each year.
4. Nominations are to be made to the Awards Committee by August 15 of each year prior to the Annual Meeting.
5. Any additional rules, regulations, standards can be adopted by the Awards Committee.

**\*\*Excerpt from the VACo Board of Directors Minutes-August 13, 1995.**

**VACo Contact:** [Jim Campbell](mailto:Jim.Campbell@vaco.org)



**Former Henrico County Manager Virgil Hazelett was the 2012 recipient of the Jefferson Cup. He's pictured with former VACo President Catherine Hudgins.**

**2015 Holidays at The Executive Mansion**

The Executive Mansion recently announced that the 2015 Holiday Tree theme is "Celebrating Virginia's Localities." In early June, [VACo contacted County Board Chairs and County Administrators and Managers by letter](#) requesting a local-artisan made, handcrafted ornament. The Executive Mansion is looking for a one-of-a-kind, handmade ornament from each county that uniquely represents some feature of the county.

The Executive Mansion recommends contacting a local college, art league, art guild or other local art organizations for submittals. Ornaments will be kept at VACo to decorate future holiday trees on display in our lobby. Once complete, please send to VACo. Should you have any questions, please do not hesitate to contact Amy at 804.788.6652 or [avealey@vaco.org](mailto:avealey@vaco.org). Celebrate the holidays with Virginia's localities!

**VACo Contact:** [Amy Elizabeth Vealey](mailto:Amy.Elizabeth.Vealey@vaco.org)

**Governor's Mansion Holiday Tree Ornament Ideas**

Trying to figure out who to contact to create the hand-crafted ornament that will uniquely represent your county? Contact a local artisan group or league, or a college/university art department to see if there is any interest.



introducing a new  
associate member

**VACo is pleased to announce  
our newest Associate Member**

**RCM&D**

*Stability in a Changing Landscape*

RCM&D is among the top independent insurance advisory firms in the United States providing strategic solutions and consulting for risk management, insurance and employee benefits. Leveraging 130 years of experience and strong local, national and global reach, RCM&D's specialized teams partner with organizations to help protect and grow their businesses. With six locations throughout the mid-Atlantic region, the firm employs more than 250 employees. The regional Virginia office is located in Richmond and is directed by Bill Bolling, the Commonwealth's former Lieutenant Governor. RCM&D's Virginia-based team provides the local business community with a variety of training programs and seminars to help organizations develop long-term strategies to identify the best ways to reduce risk, improve safety and meet corporate objectives.

For more information, contact Bill Bolling, Managing Director of Virginia Operations at 804.237.5900 | [bbolling@rcmd.com](mailto:bbolling@rcmd.com).

[Much More Than A Broker](http://www.rcmd.com) | [www.rcmd.com](http://www.rcmd.com)

**news from our  
associate members**

**CIT Releases Whitepaper for Broadband Expansion in Virginia**

The Center for Innovative Technology (CIT) recently released the whitepaper, "Improving Broadband Access and Utilization in Virginia: Recommendations for Locality-led Broadband Initiatives in Virginia." The document compiles data and knowledge gained using funds from the American Recovery and Reinvestment Act of 2010 to help communities accelerate broadband deployment.

Sandie Terry, CIT Vice President of Broadband Programs, said, "This paper consolidates the knowledge and experience of our team over the past several years and provides localities with action items for moving forward with local initiatives. Additionally, this paper provides information to guide local boards and councils in setting their broadband priorities and agreeing on what role they want to play in expanding access and improving utilization for their communities."

The whitepaper covers the necessity of broadband for economic development and educational opportunities, the different technologies used in broadband, and partnership, funding and planning recommendations. It also includes an appendix with community models that can be incorporated by other localities.

In conjunction with the release of the whitepaper, CIT has partnered with Virginia Tech's Center for Geospatial Information Technology to create the [Broadband Demand Survey](#). The web-based survey is designed to capture high-speed and gigabit (Gb) internet service demand across the Commonwealth of Virginia. The results will be used by the State to prioritize resources and to facilitate broadband expansion in underserved areas. Capturing unmet demand is one of the steps in CIT's strategic broadband roadmap.

Pete Jobse, CIT President & CEO, said, "The deployment of broadband is crucial as we build the foundation for the new Virginia economy. We published this paper as a guide to help localities develop strategies to advance their broadband needs."

For the whitepaper, and accompanying infographic, go to: <http://www.wired.virginia.gov/broadband/resources>.



**Tech Talk - Is my password safe and secure?**

These are questions that we should all be asking ourselves. How old is my password? When did I change it last? Is it the same in multiple places? How difficult is it to figure out? How many people know my password?

Passwords are the frontline in the defense of our cyber presence. It is important that the password we create are strong and different for each of our critical accounts. It is recommended that passwords be changed on a regular and consistent basis.

**Building a better password**

You can use uppercase and lowercase letters, numbers, and symbols. A favorite of the security minded is to create a password with something you know and make it cryptic. Here is an example. Sam likes to go fishing with his children Julie and Chris. Obviously that would be a long password all by itself but here is the cryptic version. Sl2gfWj&C. You should avoid using any public information for passwords (birthdays, phone numbers, 12345, password). These are not secure and are usually the first passwords attempted by a hacker.

**Multiple Passwords**

Varying your passwords by each account is a necessity, the example being would you use the same key to open all the doors you use in a single day? I think not. Using different passwords for each of our accounts reduces the likelihood of a single compromise giving someone access to everything we have.

It's not always a bad idea to write down your passwords. Let's face it, we have a lot of passwords to remember. If you are a practitioner of the written and hidden password, be smart about it. Hide them but don't leave them in plain sight and never tape them to your computer monitor.

**Recovery Options**

Make sure you know how to recover a lost password. Most online providers give you a way to setup a recovery email or some other way of contacting you if you have lost your password. Keep them up to date.

Lastly, by being safe and smart with your internet transactions and usage you can reduce the possibility of compromise dramatically. Change your password often and make them strong.



# VACo releases the 2015 Products and Services Catalog

VACo is proud to showcase our Associate Members and Partners who do amazing work with counties. [This comprehensive catalog](#) features more than 100 companies and organizations that can help counties save money, operate more efficiently and provide better service.

VACo’s Associate Membership Program is the most efficient and cost-effective way to showcase companies or organizations to decision makers from Virginia’s 95 counties. This relationship can play a major role in marketing efforts, and it benefits counties by identifying potential partners in a broad range of services.

VACo believes that developing a strong relationship with the private sector and other public sector organizations is beneficial not only to counties, but also to the people of the Commonwealth.

For more information on VACo’s Associate Member program or to apply for membership, see our [Associate Member Brochure & Application](#).

For more information, please contact [Carol Cameron](#) at 804.343.2507.



### Important Links

[2015 Products and Services Catalog](#) | [VACo Associate Member Webpage](#) | [Associate Member Brochure and Application](#)

## RICHMOND REGIONAL PLANNING DISTRICT COMMISSION SWEARS IN NEW OFFICERS

The Richmond Regional Planning District Commission (RRPDC) recently swore in its newly-elected officers to lead the regional agency where representatives of the nine localities of the Richmond Region come together to share common concerns and explore effective, regional solutions. David Williams, a member of the Powhatan County Board of Supervisors, was chosen by his peers to serve as chair for the one-year term.

“This is a great time of renaissance for the Richmond Region, and our peers throughout Virginia and the nation are taking notice,” said Williams. “We need to ensure the organization is strongly positioned to build upon that progress as we look to hire a new Executive Director and seek out additional opportunities for regional collaboration.”

The RRPDC also elected the following officers:

- Vice Chairman:** Dan Gecker, a member of the Chesterfield County Board of Supervisors;
- Treasurer:** Floyd Miles, a member of the Charles City County Board of Supervisors; and
- Secretary:** Kathy Graziano, a member of the Richmond City Council.

The RRPDC is the only government organization with elected officials from the Richmond Region’s nine local jurisdictions. Seats on the RRPDC’s 33-member governing board are allocated according to each locality’s population. The board includes 22 locally-elected officials, seven local Planning Commission members, and four citizens representing the one million residents of the Town of Ashland, the City of Richmond, and the Counties of Charles City, Chesterfield, Goochland, Hanover, Henrico, New Kent, and Powhatan.

Planning district commissions were created in 1968 to “encourage and facilitate local government cooperation and state-local cooperation” (Va. Code Ann. § 15.2-4207). As a regional forum for its member local governments, the RRPDC Board endorsed a more active participation model for this upcoming year to address issues of regional significance as identified and selected by the locality members.

The RRPDC also manages regional transportation planning, provides technical assistance to local governments and provides geographic information analysis, including demographic and socioeconomic statistics. The agency partners with the Greater Richmond Chamber of Commerce to staff the Capital Region Collaborative, a community-wide initiative to identify and implement regional priorities that enhance the quality of life in the Richmond Region.



**Powhatan County Supervisor David Williams elected Chair of RRPDC**



**Chesterfield County Supervisor Dan Gecker elected Vice Chair of RRPDC**



Virginia was well-represented by elected officials at the NACo Annual Conference this past week. VACo thanks you for your service and looks forward to many more years of working together.

**COUNTY JAILS AT A CROSSROADS**  
AN EXAMINATION OF THE JAIL POPULATION AND PRETRIAL RELEASE

NATALIE R. ORTIZ, Ph.D.      NACo WHY COUNTIES MATTER PAPER SERIES • ISSUE 2 • JULY 2015 • [www.NACo.org](http://www.NACo.org)

New research sheds light on the pretrial population, policies and practices involved in county jails. Counties own 87 percent of jails in the United States through which they provide supervision, detention and other correctional services to over 700,000 people to maintain public safety and reduce recidivism. Many counties are at a crossroads between judges’ decisions and increases in jail populations and costs. Meanwhile, the majority of the confined county jail population is both pretrial and low risk, according to research released today by the National Association of Counties (NACo).

*County Jails at a Crossroads: An Examination of the Jail Population and Pretrial Release* is a comprehensive analysis of pretrial populations and the policies impacting pretrial release in county jails, based on a 2015 NACo survey.

**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.

**PLANNER II | Roanoke County**

The employee in this position: assists in the preparation and annual update of the comprehensive plan for the development of the County; reviews site plans and subdivision plats for compliance with the County's development regulations; participates in the review of rezoning, special use permits and variances; assists in researching, documenting and developing policies on matters pertaining to County planning. Online Roanoke County application required. Submit resume and online application at [www.roanokecountyva.gov](http://www.roanokecountyva.gov). Closing Date: August 2 HIRING RANGE: \$42,709 - \$55,223.

**BUILDING PERMIT TECHNICIAN | Powhatan County**

\$28,435 – \$35,544. This position is full time, 40 hours per week, and benefit eligible. Duties include performing administrative functions and serving as the primary customer service agent. Other duties include assisting builders and Powhatan residents and contractors with the permit application process; scheduling inspections, receiving, preparing and releasing permits; preparing reports, invoices and other records. Applications and a complete job description may be obtained at the Powhatan County Administration Building located at 3834 Old Buckingham Road, Powhatan, Virginia. Applications can also be downloaded from [www.powhatanva.gov](http://www.powhatanva.gov). Preference given to applications received by Friday, July 24 at 5 p.m.

**COUNTY ADMINISTRATOR | Gloucester County**

Gloucester County's Administrator directs and supervises operations of all County departments, serves as a liaison between the Board of Supervisors and the County's Constitutional Officers, is responsible for preparing the County's annual budget and advises the Board on the financial condition of the County. For Fiscal Year 2016, the County operates with a budget of \$114.94 million, which allows for a full range of services provided by thirty-five departments. A full profile describing the County, the Administrator's position and the County's programs may be found at <http://www.gloucesterva.info> or [www.Springsted.com](http://www.Springsted.com) under "Active Executive Search."

The salary for the position is negotiable dependent upon the candidate's education and experience. The application deadline is August 10. To be considered, please submit a cover letter, résumé with salary history and five (5) professional references online by visiting Waters & Company Executive Recruitment (WCER) website at <https://waters-company.recruitment.com>. The County will review recommended candidates who most closely meet the established criteria and finalists should be interviewed in Gloucester during the month of September 2015. For more information, please contact John Anzivino at [richmond@waters-company.com](mailto:richmond@waters-company.com).

**UTILITY AGENT | Hanover County**

Public Utilities is seeking a qualified candidate for this para-professional position that manages contract operations and programs for the department. The incumbent will ensure compliance with administrative and contract requirements, prepare reports and maintain spreadsheets and databases. They will also manage the department's MISS UTILITY program, easement maintenance program and the cross connection control program. Hiring range \$39,331 - \$58,000 plus benefits. For more information and to apply, visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6489 (TDD # 365.6140).

**DIRECTOR OF FINANCE AND ADMINISTRATION | Lancaster County**

Primary responsibilities include, but are not limited to, the planning, coordinating, and directing of all aspects of county financial management and administration. Starting annual salary depending upon qualifications. Submit letter of interest, completed county application form, minimum of five (5) professional references, salary history and any other materials documenting applicant's qualifications to: Lancaster County Administrator's Office, 8311 Mary Ball Road, Lancaster, Virginia 22503. Telephone: 804.462.5129. Complete job description and county application form may be obtained at either the county website at [www.lancova.com](http://www.lancova.com) (click on "Job Opportunities" on home page) or the County Administrator's Office at the address and telephone number listed above. Direct inquires to the County Administrator's Office. Position is opened until filled. First review of applications shall begin during the week of August 3.

**POLICY ANALYST | Virginia Department of Emergency Management**

Job Close Date: July 17. Hiring Range: \$41,778 - \$119,465. Agency Website: <http://www.vaemergency.gov>. The Policy Analyst will provide information and analysis of Homeland Security issues in the Northern Virginia (NOVA) and National Capital Region (NCR). Salary commensurate with the education and experience of the applicant. Applications will only be accepted online through the State Job Listing at <https://virginiajobs.peopleadmin.com>. Applications must include complete work history, salary data, and references. Incomplete applications will not be considered. Resumes may be attached but will not substitute for the online application.

**ASSISTANT COUNTY ATTORNEY II | Henrico County**

The Henrico County Attorney's Office is seeking to hire a full-time attorney with a strong academic background, litigation experience, interest in local government, and excellent research and writing skills to assist in providing a full range of legal services to County agencies, departments, boards and officials. The pay range for this position is \$72,074-\$129,511. Actual starting salary will depend on the qualifications of the successful applicant and is expected to be at the low end of the pay range. Deadline for completion of an online Henrico County application form is July 27. Applications will be accepted only via Henrico County's online job site at [www.henricojobs.com](http://www.henricojobs.com).

**DIRECTOR OF OPERATIONS AND MAINTENANCE | Augusta County Public Schools**

The following are anticipated openings for the 2015 – 2016 school year. Actual openings may be affected by budget constraints. Those employees desiring consideration for the anticipated opening listed below need to apply online by July 22. Please visit the Augusta County Public Schools' website at: <https://augustacountyps.tedk12.com/hire/Index.aspx>. All requests must be made in keeping with School Board Policy 5.220. Director of Operations and Maintenance. This position is classified as a level 5 on the Administrative pay scale and salaried for 260 workdays, 8 hours per day. Primary function is to lead and supervise all areas of operations and maintenance personally or through subordinate supervisors.

**TECHNOLOGY COORDINATOR/TRAINING  
COORDINATOR/EXECUTIVE ASSISTANT |  
New River Valley Emergency**

**Communications Regional Authority**  
The regional Center will consolidate the emergency communications functions for Montgomery County, the Towns of Blacksburg and Christiansburg, and Virginia Polytechnic Institute and State University (Virginia Tech). **TECHNOLOGY COORDINATOR** Starting salary range is \$41,814 - \$54,359 with excellent benefits (paid health, dental and vision, flexible benefits, life, disability, retirement, wellness program). **TRAINING COORDINATOR** Starting salary range is \$41,814 - \$54,359 with excellent benefits (paid health, dental and vision, flexible benefits, life, disability, retirement, wellness program). **EXECUTIVE ASSISTANT** Starting salary range is \$36,285 - \$39,913 with excellent benefits (paid health, dental and vision, flexible benefits, life, disability, retirement, wellness program). For complete position descriptions and to apply, please visit the Authority's website at <http://www.nrv911.org>. A Montgomery County application with resume is required for these positions by Wednesday, July 22.

**EXECUTIVE DIRECTOR | Richmond  
Regional Planning District Commission**

The Richmond Regional Planning District Commission (RRPDC), a regional planning agency with major emphasis in the areas of transportation, local technical assistance and information services including demographic, economic and geographic information systems, is seeking an Executive Director to lead the agency. A Bachelor's degree in Planning or Public Administration, or related field (Master's degree is highly preferred) and a minimum of 10 years experience in a responsible position in a comparably sized regional planning district commission or council, local government, a state or federal government agency, or private sector/non-profit organization is preferred. Background investigation including fingerprinting for an FBI criminal check is required. The deadline is July 31 at 5 p.m. A full job ad and required online application may be found at [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com).

**DEPUTY DIRECTOR OF EXTERNAL  
AFFAIRS | Virginia Department of  
Emergency Management**

\$41,778 - \$91,986. Closing Date: July 17. The Virginia Department of Emergency Management (VDEM) is recruiting qualified applicants for a Deputy Director of External Affairs. The selected applicant will support the External Affairs Director in executing

the office's objectives and support the agency's mission by helping to protect the lives and property of citizens from disasters through the use of multiple communications platforms, educational outreach and training initiatives. The Deputy Director of External Affairs will lead statewide all-hazards public awareness and educational programs; serve as the agency's spokesperson; coordinate Intergovernmental Affairs efforts; and deliver public information and Joint Information Center training. Please submit an updated State application online at <https://virginiajobs.peopleadmin.com>. Resumes are accepted but must accompany a completed state application. Incomplete applications will not be considered.

**FT WAREHOUSE SPECIALIST | James City  
County**

\$30,381 or higher, DOQ + benefits; James City Service Authority (JCSA) is seeking applicants to hire as its Warehouse Specialist, which performs work assisting with all aspects of a multi-functional warehouse. This position includes benefits such as health and life insurance, retirement, and paid holidays and personal time. Duties are performed in an office and warehouse setting and include shipping and receiving, stocking of warehouse and pipe yard, and issuing materials to workers. Must be able to maintain physical inventory and control using an automated system. Applications will be accepted 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).

**FT CUSTODIAL SERVICES COORDINATOR  
| James City County**

\$28,255 or higher, DOQ + Benefits; James City County's Facilities Maintenance Division is seeking a Custodial Services Coordinator to coordinate the procedural duties associated with general housekeeping at the James City County Recreation Center, as well as other outlying facilities. 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).

**EMPLOYER REPRESENTATIVE | Virginia  
Retirement System**

Employer Representative Position #825. Posting Period: July 2–July 24. The Virginia Retirement System (VRS) is seeking an individual to act as a primary liaison between VRS and the community of VRS participating employers in order to increase

customer outreach and understanding of VRS products and services. Hiring Range: \$45,591 - \$65,000. Please go to the Employment section on the VRS website at [www.varetire.org](http://www.varetire.org) and click on the Commonwealth of Virginia Job Site link to view and apply for open positions.

**INFORMATION TECHNOLOGY SPECIALIST  
| Powhatan County**

[CLICK HERE FOR JOB DESCRIPTION](#)  
Powhatan County is accepting applications from qualified candidates to serve as the County's Information Technology Specialist. Under limited supervision, this position performs technical duties in support of the county's IT systems, website and other media outlets. Primary duties include providing help desk and desktop support to county employees, providing training to new employees on desktop and phone systems, maintaining the county website and serving as website coordinator, and analysis and support of page and site designs for Internet and Intranet environments. Starting salary range is \$40,000 to \$58,000, based on qualifications and experience. Applications and a full job description may be obtained at [www.powhatanva.gov](http://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, July 17.

**ENGINEER | Fauquier County**

The Development Services Division of the Department of Community Development is seeking a self-motivated qualified professional engineer with stormwater management design or review experience in establishing the County's newly implemented stormwater management program. This position has the unique opportunity of developing and forming the program from its inception. Starting salary range is \$57,388-\$74,646, with salary commensurate with qualifications and experience. Interested applicants must submit an online Fauquier County classified application, available on the County's website <https://jobs.fauquiercounty.gov/home.htm>. Position is open until filled. For assistance with the on-line application call the Human Resources Department at 540.422.8300. Please direct specific position-related questions to Chuck Floyd, AICP, Assistant Chief of Zoning and Development Services at 540.422.8220 or email [chuck.floyd@fauquiercounty.gov](mailto:chuck.floyd@fauquiercounty.gov).

**OPERATIONS MANAGER | Town of Ashland**

The Town of Ashland seeks a highly motivated individual for an exciting new opportunity as Operations Manager of the Public Works field crews, including Streets, Buildings & Grounds, and Fleet Maintenance. Reports directly to the Director of Public Works. The Town of Ashland offers a competitive compensation and benefits program, including PTO, health & life insurance, deferred compensation program, etc. Please see the town website for more information on this position. <http://www.town.ashland.va.us/jobs.aspx>.

**DIRECTOR OF FINANCE/CHIEF FINANCIAL OFFICER | Orange County, N.C.**

Orange County, North Carolina (pop 140,352), located between the Research Triangle Park and the Triad cities of Greensboro, Winston-Salem and High Point, invites applications from highly qualified candidates to serve as the County's next Finance Director/Chief Financial Officer. The salary for the position is negotiable based on the candidate's qualifications and experience. The application deadline is July 31. To be considered, please submit a cover letter, résumé with salary history and five (5) professional references online by visiting Waters & Company Executive Recruitment (WCER) website at <https://waters-company.recruitment.com>. The County will review recommended candidates who most closely meet the established criteria and finalists should be interviewed in Orange County during the month of August 2015. For more information, please contact John Anzivino at [richmond@waters-company.com](mailto:richmond@waters-company.com).

**CIVIL ENGINEER | Augusta County**

Serve as the Virginia Stormwater Management Program Administrator; enforce County Ordinances; act as project manager on County stormwater maintenance projects; review proposed construction plans for compliance with County Ordinances, State laws and regulations. Hiring range is \$46,628 - \$51,290 depending upon qualifications. Applications can be downloaded from our website at [www.co.augusta.va.us](http://www.co.augusta.va.us). County application with resume can be returned to the Augusta County Human Resources Office located at 18 Government Center Lane in Verona, VA. Position opened until filled.

**CAPITAL PROJECTS MANAGER | Albemarle County**

The Capital Projects Manager position serves as the School Division's

representative for interior design planning and as the project manager for School Division projects. This position also serves as the Furniture, Fixture & Equipment Manager, which includes budgeting, scheduling and coordinating the acquisition of furniture, fixtures and equipment for assigned projects. The position is required to perform difficult skilled and professional work in the planning, development and construction of school division facilities and construction projects. SALARY: Hiring Range: \$51,317 - \$61,580/annual equivalent based on education, experience and internal equity. Open Until Filled.

**BUSINESS MANAGER | City of Hopewell**

SALARY: \$61,712 - \$88,160 annually DOQ/DOE. City of Hopewell is currently accepting applications for a Business Manager position at our Hopewell Regional Wastewater Treatment Facility. To review the complete job posting and apply, please go to [www.hopewellva.gov](http://www.hopewellva.gov). Closing Date: July 22.

**INFORMATION TECHNOLOGY SYSTEMS ENGINEER | Fluvanna County**

Duties will include performing advanced implementation and support for systems, applications, network infrastructure, and other services in the Fluvanna County IT Service Portfolio. Minimum education and experience will include a combination of education and experience equivalent to a minimum of 3 years relevant experience in information technology or related field. Salary range beginning at \$20.00 per hour (annually \$41,642) plus benefits. DOQ. Submit a County application, resume, cover letter, and references to [jobs@fluvannacounty.org](mailto:jobs@fluvannacounty.org). Position open until filled. Applications are available at the county website, [www.fluvannacounty.org](http://www.fluvannacounty.org).

**PURCHASING OFFICER #1381 | Fluvanna County**

Duties involve complex and specialized work in the procurement of a variety of supplies, materials, vehicles, equipment, public works and capital outlay projects, professional and non-professional services, and other services required by, but not limited to, Fluvanna County staff. Salary DOQ starting at \$20.02/hr. (\$41,642 annually) + benefits. For a more detailed job description, go to <http://fluvannacounty.org/services/human-resources/job-openings>. Submit a cover letter, resume, references, and a County application to [jobs@fluvannacounty.org](mailto:jobs@fluvannacounty.org). Applications are available on the county website at [www.fluvannacounty.org](http://www.fluvannacounty.org).

[fluvannacounty.org](http://fluvannacounty.org). Position open until filled.

**FT - STORMWATER COORDINATOR | James City County**

\$40,612 or higher, DOQ + Benefits; James City County's Stormwater Division is seeking a professional candidate to work in the operation of the County's Neighborhood Drainage Assistance Program. This position works with neighborhood and homeowner associations to foster initiatives that improve maintenance and operation of neighborhood stormwater management facilities; addresses drainage issues and provides assistance to representatives on the proper operation and maintenance of their systems; and prepares materials and provides support to the Stormwater Program Advisory Committee in their oversight of the Neighborhood Drainage Assistance Program. 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).

**WELLNESS COORDINATOR | Hanover County**

Hanover County has a unique and exciting opportunity for an energetic and passionate professional to lead our comprehensive wellness program. The Wellness Coordinator will provide services and programs to school and government employees designed to reduce high risk health issues and engage employees in health management activities. Hiring range is \$56,000 to \$65,000 annually plus excellent benefits. For more information and to apply, please visit our career site at [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6489. (TDD # 365.6140).

**TOURISM AND MARKETING SPECIALIST | Town of Culpeper**

\$36,788.34 - \$58,861.34. The successful candidate will assist with the development and promotion of tourism; develop partnerships amongst various citizens, hoteliers, businesses, and government groups; develop, enhance, and maintain tourism office website and social media channels; develop trip planners and visitor itineraries; coordinate hospitality and customer service educational programs; coordinate advertising and marketing campaigns; and assist in planning, developing and implementing activities to fulfill sales goals. Application and position profile are available at [www.culpeperva.gov](http://www.culpeperva.gov). Open until filled.



#### **Executive Committee**

**President:** Penelope A. Gross, Fairfax County  
**President-Elect:** David V. Hutchins, Carroll County  
**1st Vice President:** Judy S. Lyttle, Surry County  
**2nd Vice President:** Mary W. Biggs, Montgomery County  
**Secretary Treasurer:** Donald L. Hart, Jr., Accomack County  
**Immediate Past President:** Harrison A. Moody, Dinwiddie 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:** Gage Harter  
**Director of Government Affairs:** Erik C. Johnston, CAE  
**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  
**VACo Risk Management Programs:** Chris Carey, Administrator, 888.822.6772

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

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