

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

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coshxlabs

August 20, 2015



VACO's County Officials Summit draws local government leaders from all over the state



Over 100 county representatives convened in Richmond for the 2015 County Officials Summit on August 13. This was the third year the event was held in conjunction with summer steering committee meetings, but the first year the Summit was offered free thanks to our sponsors – Jacobs Engineering Group and Schneider Electric.

After VACO President Penny Gross kicked off the Summit, Jim Regimbal gave a presentation on 2016-18 budget issues. That was followed by NACO's Director of Legislative Affairs Deborah Cox, who spoke about federal issues affecting counties. Attendees heard information from Secretary of Commerce and Trade Maurice Jones and Virginia Economic Development Partnership President/CEO Martin Briley on workforce development and economic development. Transportation and land use issues were covered by Deputy Secretary of Transportation Nick Donohue. The day concluded with a presentation by GO Virginia on workforce development and economic development advocacy efforts of interest to VACO members. This presentation concluded the VACO Leadership Series program. Thank you to all of our speakers for taking the time to come meet with Virginia's county officials.

On August 14, VACO's seven steering committees met. The chief objective was to discuss and agree on preliminary legislative position statements that will be incorporated in VACO's Draft 2016 Legislative Program. The legislative program will be distributed to all counties later in the fall, and revisited for final consideration by all steering committees during VACO's Annual Conference at The Omni Homestead in Bath County, November 8-10.

Thank you for volunteering to be on a steering committee and being part of the process.

For Summit speaker presentations, visit [VACO's County Officials Summit Webpage](#).

VACO Contact: [Amy Elizabeth Vealey](#)

VACo Regional Legislative Meetings

Join us - Region 4 - Brunswick County

VACo Members

We are excited to bring the next 2015 VACo Regional Legislative Meeting to VACo Region 4. Regional representatives are invited to attend and should have received an informational email. This is an opportunity for county elected officials to share local and regional problems and solutions. We expect a robust discussion and your attendance adds to the value of the meeting.

We also invited state legislators in the VACo Region 4 area. The event format allows for lawmakers to hear your concerns and answer some of your questions.

The meeting includes presentations on finance and budget, taxation and economic development issues. There will also be a session that gives local representatives an opportunity to share their issues. We encourage you to attend and represent your county.

Light snacks will be provided. RSVP vrussell@vaco.org.

[Click here to view informational flier.](#)

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



The Virginia Association of Counties invites you to the 2015 VACo Region 4 Meeting on Tuesday, August 25 from 7 pm to 9 pm in Brunswick County.

Expected attendance includes Supervisors, Legislators, Planning District Commissioners and County Administrators and Executive Staff from Amelia, Brunswick, Charlotte, Dinwiddie, Greensville, Lunenburg, Mecklenburg, Nottoway, Prince Edward Counties.

Virginia Association of Counties' 2015 Region 4 Legislative Meeting

Southside Virginia Community College
Workforce Development Building | Room 108
109 Campus Drive | Albemarle, VA 23821
Tuesday, August 25, 2015 • 7 - 9 pm

AGENDA

Welcome and Introductions

The Honorable **Nancy R. Carville**, Supervisor, Charlotte County, and Director, Region 4

Rural Regional Issues

The Honorable **Frank M. Ruff** (15th Senate District)

Economic Development and Infrastructure Issues

Jeff Reed, Executive Director, Virginia's Growth Alliance

Conversations with State Legislators

Dean A. Lynch, VACo Deputy Executive Director

(Invited)
The Honorable **Rosalyn R. Danco** (14th Senate District)
The Honorable **Thomas A. Garrett, Jr.** (22nd Senate District)

VACo Annual Conference Update



On Friday, August 14, the [2015 Annual Conference Registration](#) forms were sent by email and posted on the [VACo Website](#), and VACo is excited to announce that we have had our largest registrations at this point ever!

These early registrants are taking advantage of the new tiered registration fee that reduces the member cost of \$225 to \$205 for those registered before September 30. From October 1 through 31, the member fee will be \$225, and member registrations received November 1 or later will be \$275 per attendee. Make sure to take advantage of this new feature and save money for your county.

When registering, remember that Monday's VLGMA Networking Luncheon is a ticketed event. Those tickets can be purchased when you register for \$40.

As you and your county register for the conference, consider what your group would do in case of an emergency. How would you let your colleagues know that you were safe, or if you were in need of help? Be sure to meet with other attendees from your county before the conference to assign rally points, or designated group meeting places both inside and outside the hotel, in case of natural disaster or hotel evacuation. This is an easy way to account for one another and keep each other safe while away from home.

Be on the lookout for information that new and old members alike may find helpful when navigating their way through the VACo conference, as well as The Omni Homestead. Issues such as what is going on in the conference and where to be, as well as what to wear during your stay will be answered. The Omni Homestead has dress policies for different areas of the hotel, including restaurants and public areas alike.

Excited about the conference? Use the tag #VACoConf your comment on Twitter or Facebook.

VACo Contact: [Amy Elizabeth Vealey](#)

VACo Annual Conference Tip

Take advantage of the new tiered registration that reduces the fee by \$20 through September 30. If multiple attendees are coming from your county, consider getting your group's registrations in early!

**DID
YOU
KNOW?**

Andrzejewski joins Northampton County as finance director

The County of Northampton announces the hiring of John J. Andrzejewski as Director of Finance, effective September 28. Andrzejewski is an experienced financial professional with significant public sector experience in financial management, payroll, budget and capital planning.

Andrzejewski most recently served as the Director of Finance and Administration at the Mt. Weather Emergency Operations Center (MWEOC) within the Department of Homeland Security. As a key member of the management team, he served as the primary advisor to the Executive Administrator regarding financial policy, day to day financial matters and general administration.

Andrzejewski began his career of public service as an Officer in the US Coast Guard in 1979 serving in Operations, Marine Safety, Logistics and Finance. Following that he worked for the US Immigration and Naturalization Service as a Program Analyst in Field Operations. He also served as the Financial Manager for the Office of Detention and Removal Operations, and later served as the Mission Support Director in the same office overseeing financial management, IT, planning and reporting. Upon the establishment of the new Department of Homeland Security, Andrzejewski played a crucial role in directing the development of pay and budget models for the newly formed US Immigration and Customs Enforcement Agency (ICE), successfully restructuring multiple agency data into one common data structure.

In 2006, Andrzejewski joined the management team at MWEOC as the Director of Finance and Administration. He oversaw a yearlong cost study that resulted in the development and implementation of cost-based business and budgeting processes. He directed accounting operations, budget, human resources, training, safety and environmental compliance.

Andrzejewski holds a BS in Management/Economics from the US Coast Guard Academy. He received an MS in Financial Management from the Naval Postgraduate School. He also holds a Certificate in Contract Management and Administration from the University of Virginia.



Stultz is Loudoun County's new Zoning Administrator



Mark Stultz is Loudoun County's new Zoning Administrator, effective immediately. Stultz has been serving as Interim Zoning Administrator since December 2014.

Stultz began his service with the county in 1995 as a planner in the Zoning Administration Division and was appointed Deputy Zoning Administrator in 1999. He has served as the lead on a number of amendments to the Loudoun County Zoning Ordinance for the purpose of implementing the county's planning and economic development initiatives.

"I believe that Mark's significant experience and skills in zoning, along with his good working relationships with staff and our customers, make him the best person for this key position," said Department of Planning and Zoning Director Ricky Barker. "His main responsibility will be to efficiently and effectively manage and administer our zoning ordinances to serve the county's goals and objectives."

Stultz graduated with a bachelor's degree in Landscape Architecture from Virginia Tech and earned a graduate certificate in Public Management from Shenandoah University. His professional affiliations include membership in the American Institute of Certified Planners, Virginia Association of Zoning Officials and the American Planning Association.

More information about zoning in Loudoun County is online at www.loudoun.gov/zoning.

Is someone Phishing for your information?

Phishing scams are typically well-crafted fake email messages that seem to come from legitimate companies or individuals (banks, internet providers, online sellers and government agencies). These messages usually direct you to a spoofed (fake) website or otherwise get you to share your private or personal information (passwords, account names, numbers, etc.). This information is then often used to commit identity fraud.

Phishing scams are simple social engineering attempts designed to create a sense of panic or urgency. These scams often attempt to trick people into responding, by stating they will lose something, or face criminal charges. These tricks are usually the work of a phishing scam as most companies, government agencies or law enforcement would never contact you in such a manner.

Most reputable organizations would never use email to request that you reply with any personal information. Be suspicious of any email message that asks you for personal information, through a website or by replying to the message itself. Never reply to or click the links in those messages. It is a safe bet to go directly to the company's website directly by either using a web search or by entering the web address directly into your browser.

If you have any thought that the email isn't a legitimate one, delete it immediately, and report the incident to your technology staff. In short, if in doubt delete it.

VACo Contact: [John Kandris](#)



WORK RULES COULD HIT COUNTIES HARD

By [DARIA DANIEL](#)

The Department of Labor's Wage and Hour Division has released a proposed rule to update and revise the regulations issued under the Fair Labor Standards Act (FLSA) that would change the way employers implement exemptions from minimum wage and overtime pay for executive, administrative and professional employees. This proposal could have a significant impact on counties and the number of employees that are eligible for overtime pay.

According to the Obama Administration, the proposed changes would affect an estimated 5 million workers across the United States, and the new overtime regulations would cover about 40 percent of the country's full-time salaried workforce.

There are several key issues that counties should be aware of:

- The FLSA, first enacted in 1938, established a national minimum wage and overtime pay rate at 1.5 times an employee's regular rate for any hours over 40 in a workweek.
- The standard salary level required for exemption from overtime pay is \$455 per week (\$23,660 for a full-year worker) which was last updated in 2004. DOL seeks to update this salary level and more than double the current salary threshold for overtime pay eligibility to \$970 a week (\$50,440 for a full-year worker) in 2016.
- While these wage and overtime protections extend to most workers, the FLSA provides employers with a few exemptions from the overtime pay requirement, such as the "white collar" exemption, which applies to executive, administrative and professional employees.
- The Labor Department's proposed overtime pay rule for "white collar" employees is applicable to state and local government workers. The proposed rule is also applicable to any businesses, including small businesses that have annual gross sales of \$500,000 or more.
- If the overtime pay rule is enacted, there would be financial and administrative impacts on state and local governments, and small businesses.

White Collar Exemption

The "white collar" exemption was created to exempt workers who earned a salary well above the minimum wage and enjoyed other privileges, including above average benefits, greater job security and better opportunities for advancement, setting them apart from workers entitled to overtime pay.

Job Duties Test

To be considered exempt, workers must meet certain minimum tests, which include earning the standard salary level and performing particular job duties. The job "duties test" is an assessment of whether the worker performs mostly executive, administrative or professional duties. If so, the worker is not entitled to overtime pay.

The proposed rule would increase the salary level from \$455 to \$970 per week, increasing the number of "white collar" employees that would be eligible for overtime pay.

Comment period ends Sept. 4

DOL is accepting written comments until Sept 4 at www.regulations.gov. A final rule is expected in early 2016. NACo would like feedback from county governments on how these overtime pay changes would impact county governments. Please send information to Daria Daniel, associate legislative director, ddaniel@naco.org.

See more at <http://www.naco.org/articles/work-rules-could-hit-counties-hard#sthash.Q2ORAZsx.dpuf>.

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. Celebrate the holidays with Virginia's localities!

VACo Contact: [Amy Elizabeth Vealey](#)

Governor's Mansion Holiday Tree Ornament Ideas



Over the past two weeks, we have received multiple inquiries regarding the Governor's Mansion Holiday Tree Ornament Project. Keep them coming! Please feel free to contact us at any time.

Spotlight on Westmoreland County

Founded in 1753, Westmoreland County claims George Washington, James Monroe, and Robert E. Lee as native sons. A historical marker at Leedstown, near Westmoreland Berry Farm and Ingleside Winery, notes that protestations against the Stamp Act and “taxation without representation” were articulated through the “Westmoreland Resolves” in 1766, which were signed by two Lee brothers who were later signatories to the Declaration of Independence. Stratford Hall is open for house and grounds tours and hosts a restaurant and lodging through the Inn at Stratford Hall. Visit stratfordhall.org for more information.



Aerial view of Stratford Hall's Great House, set on 1900 acres on the Potomac River. Stratford Hall hosts an Annual Wine & Oyster Festival September 19th & 20th



Colonial-Beach-Virginia-Attractions.com

Towns and Villages of Westmoreland County:

Colonial Beach: An 1890s beach town on the Potomac River with an active arts community and waterfront dining. Cottage rentals, hotels and bed & breakfasts.

Montross: The county seat, with pedestrian-friendly downtown dining, shopping, museum and visitors center. Murals adorn the sides of buildings depicting images from the tomato canning industry in the Northern Neck. Stay for the weekend at The Inn at Montross.

Kinsale: A designated historic district, Kinsale is waterfront village with a active community museum that hosts an annual Rubber Duckie Derby on September 19th.



The Art of Coffee, Downtown Montross



Westmoreland 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



Mark Your Calendars



2015 Conference Registration Now Open

Rural Planning Caucus of Virginia's 37th Annual Conference

We invite you to attend the 2015 Annual Conference organized by the Executive Committee of the Rural Planning Caucus of Virginia, which will be held from October 14-16 at the historic Berry Hill Resort and Conference Center in Halifax County. The theme for 2015 is "Rural Resiliency."

Virginia RPC is an organization that is dedicated to identifying, publicizing and satisfying the unique planning needs of small towns and rural areas. Every year the RPC Executive Committee works hard to organize a conference where rural planning professionals from around Virginia and surrounding states can discuss important rural planning topics and network to better promote and sustain resilient rural communities.

Visit www.rpcva.org for more information. [Click here](#) for the 2015 Draft Conference Schedule.

85th Virginia Certified Planning Commissioner Program

Land Use Education Program
education that brings Virginia's future into the present



2015 Virginia Volunteerism and Service Conference September 30-October 1 | Roanoke

Opening Session: September 28-29

Meeting Location: Newport News City Center Marriott

Closing Session: December 10-11

Cost: \$500 per person

Registration Deadline: September 14

Registration information/form available care of www.planvirginia.com or [here](#).

Contact: Michael Chandler, Director of Education, Land Use Education Program, Virginia Tech, 804.794.6236 or rmchan@vt.edu.

The annual event is Virginia's leading conference for organizations and individuals making a difference in their communities. This year's conference will feature more than 30 workshops and discussions, networking events and the 2015 Virginia AmeriCorps Launch Event.

Registration for this conference is open to anyone who works with volunteers, including: Volunteer Service Leaders, Nonprofit Directors, Organizational and Faith-Based Leaders, Local Government and Public Organization Volunteer Coordinators, Representatives from K-12 Schools and Higher Education Volunteer Programs. The conference will offer five service products in the Roanoke area!

Date: September 30-October 1, 2015

Website: vavolunteerconference.com

Location: [Sheraton Roanoke Hotel](#), 2801 Hersherberger Rd NW, Roanoke, Virginia 24017

Registration: Early Bird | June 15-August 14 (\$95)

Regular Registration | August 15-September 21 (\$115)

Registration closes September 21. Onsite registration will be available.

news from our associate members



Government Emergency Portal Achieves Cost Savings Using AISN Web Hosting, Managed IT Services

A state emergency management agency serves nearly nine million residents and 650,000 businesses annually by providing a coordinated response to floods, storms, earthquakes and other disasters. The agency works closely with local and regional government authorities, state and federal agencies and volunteer organizations to provide emergency resources and expertise to communities.

Its content-rich website functions as its primary communications tool and a key information portal used by citizens and communities during disasters. The site must be ready to scale within seconds -- from just a few visitors to hundreds of thousands of visitors.

The Business Challenge

The agency sought an eGov services provider able to provide:

- Website hosting with zero tolerance for site downtime
- Immediate scalability to accommodate massive traffic spikes during a crisis
- Geo-redundant backup and disaster recovery
- IT security and compliance exceeding federal and state standards
- Application development and other managed services

The Solution

AIS Network's fully customized hosting solution enables the state's key emergency portal to stay live and functioning reliably 24/7/365 – no matter how many people access it. The site meets the agency's high government security, data protection and disaster resilience standards. Should the portal experience a service interruption at the primary datacenter, it fails over seamlessly to the remotely located disaster recovery environment.

Key Results

- The portal is reliably available 24/7/365, better enabling emergency responders to protect the lives and property of citizens and businesses during emergencies and helps to fulfill the agency's mission of providing 24-hour crisis coordination, information and warning services.
- The agency wisely dodged a high capital expense, achieving an overall savings of about 74 percent. In contrast to the hundreds of thousands of dollars it might have spent to build an on-premises hosting solution, the agency pays a hosting fee, which scales based on usage.
- The total cost of ownership, including 67 percent less time spent maintaining servers and conducting audits/inventories, was reduced more than 95 percent over 5 years. The cost savings enabled the agency to update the site's content management system and implement additional security measures.
- The portal passes 100 percent of compliance audits.

About AIS Network

AISN is a premier provider of secure and compliant eGov services with offices in McLean, Richmond and Chicago. AISN works with multiple federal, state and local government agencies in the Commonwealth of Virginia and elsewhere. In Virginia, AISN's eGov services are available to any public entity, including counties, independent cities and educational institutions, under multiple contracts: CAI ITCL Statement of Work Contract – Application Development, VITA eGov Hosting Contract VA-120416-AISN, and VITA eGov Operations and Maintenance Contract VA-120413-BPI. For more information, visit www.aisn.net/virginia-egov-services.

introducing a new associate member



A tech team you can trust.

Whether you need web or mobile applications, API's to automate tasks, are ameliorating technical debt or are scaling to serve more users more efficiently, Coshx Labs gets it done. See some of our client work.

Coshx Labs was founded in 2010 and has grown to be a premier engineering, development, and strategic planning consultancy. Headquartered in Charlottesville, VA with offices in San Fransisco, CA, we are a highly skilled, nimble team of experienced software engineers, product designers, pragmatic business strategists and advisors dedicated to providing the best solutions to meet your needs.

More than just a dev shop, we're a Tech Powerhouse. Plug in.

CONTACT

Cassandra Stish | Chief Operating Officer

1110 East Market Street, Suite N7 | Charlottesville, VA 22902

Phone: [804.356.6573](tel:804.356.6573) | Email: cassandra@coshx.com | Website: www.coshx.com

introducing a new associate member



The Northern Shenandoah Valley region encompasses the five counties in the northwest corner of Virginia--Clarke, Frederick, Page, Shenandoah, Warren and all jurisdictions within--as well as the City of Winchester. The NSVRC exists to bring these local governments together to pursue common goals, work together on regional issues and find efficiencies through collaboration.

The Northern Shenandoah Valley Regional Commission is one of 21 planning district commissions established by the Commonwealth of Virginia. Each commission serves a planning district, which is a political subdivision of the Commonwealth chartered under the Regional Cooperation Act. The Regional Commission is made up of elected officials and citizens appointed to the Commission by local governments.



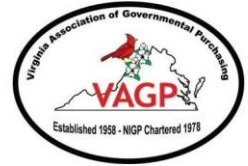
CONTACT

Martha Shickle | Executive Director
400 Kendrick Lane, Suite E | Front Royal, VA 22630

Phone: 540.636.8800

Email: mshickle@nsvregion.org | Website: www.nsvregion.org

news from our associate members



VIRGINIA ASSOCIATION OF GOVERNMENTAL PURCHASING



**By Mary Wilson | PPB,
VCA
VAGP Legislative
Co-Chair for Small
Towns**

The Virginia Association of Governmental Purchasing (VAGP) represents over 1,100 procurement professionals working in public entities in the Commonwealth of Virginia (state and local governments, educational institutions, special authorities, etc). VAGP is the largest chapter of the National Institute of Governmental Purchasing (NIGP). VAGP supports education, training, and certification for the state's procurement professionals. Through our affiliation with the NIGP we host many classes each year that are foundational for new professionals or specialized for more tenured practitioners. VAGP gives our members a platform for training, information and ideas to share with other entities.

Our robust legislative committee makes VAGP unique among our peers. The legislative committee is made up of volunteers representing all the association's many constituencies. The legislative committee supports the principles of the Virginia Public Procurement Act. During the General Assembly session, all procurement bills are assessed for anticipated impact and a position is established. The Legislative Committee provides updates to members on current legislation effecting public purchasing. This year the Legislative Committee presented a webinar for members explaining the impact of the recent legislative changes. The Legislative Committee lobbies for updates or enhancements to the state procurement code with the assistance of a professional lobbyist.

At this writing, the Legislative Committee is busy building our legislative priorities for the 2016 General Assembly session in collaboration with other stakeholders on issues such as cooperative contracting, newspaper advertising requirements, and small, women and minority-owned business definition. VAGP often partners with the Virginia Association of Counties and the Virginia Municipal League on procurement lobbying and legislation. We value these partnerships as they make our communication with the General Assembly more impactful for all.



How to Apply Workshops

Vibrant Community Initiative

Affordable and Special Needs Housing Program

Vibrant Community Initiative

Pre-Application Due: October 6, 2015

Full Application Due: TBD (tentatively January 2016)

The Vibrant Community Initiative (VCI) will combine multiple funding sources from the Virginia Department of Housing and Community Development (DHCD) to support local or regional comprehensive community-based projects including affordable housing and community and/or economic development components. Funding for VCI will include a portion of the 2015-2016 CDBG and HOME allocations. VCI funding will also include resources from the Virginia Housing Trust Fund and may include other funding sources where appropriate. Approximately \$5 million in DHCD state and federal resources will be set aside to provide project financing for VCI. The program will be limited to two projects (up to \$ 2.5 million each).

Affordable and Special Needs Housing Program

Application Due: November 30, 2015 and May 31, 2016

The Affordable Housing and Special Needs (ASNH) Program goals are to create and preserve affordable housing units within the commonwealth of Virginia with an emphasis on non-entitlement areas. The program achieves these goals by providing assistance in the form of financing to projects that will meet local affordable housing needs and support state housing policy. Approximately \$5.1 million in HOME funds will be made available during the 2015-2016 program year to assist affordable housing projects selected through the ASNH program application process.

VCI and ASNH How-to-Apply Workshops

Tuesday, Aug. 25 | 10 a.m.-noon

Wytheville Meeting Center (Room 2) | 333 Community Boulevard | Wytheville, VA 24382

Wednesday, Aug. 26 | 1-3 p.m.

Hampton Newport News CSB (Room 1356) | 300 Medical Drive | Hampton, VA 23666

Thursday, Aug. 27 | 2-4 p.m.

Webinar





apply for the **INNOVATION CHALLENGE!**

Is your county or region experiencing economic challenges due to the contraction of the coal industry? Searching for tools and resources related to economic diversification, job creation or workforce training? If so, consider applying to attend a workshop this fall that addresses all of these topics and more.

The National Association of Counties and the National Association of Development Organizations (NADO) Research Foundation, with support from the U.S. Economic Development Administration (EDA) are pleased to announce [the third and final workshop](#) being hosted in 2015 to support counties and regions impacted by the contraction of the coal industry. The goal of each workshop is to help boost the innovative potential of coal-reliant counties and regions seeking to grow and diversify their economies.

Note: this program is not limited to coal-producing counties. Places that are home to coal-fired power plants, coal processing facilities and transportation hubs are encouraged to apply.

The [application](#) to attend the Charleston, W.V. workshop is now open and will remain open until Wednesday, September 23 at 5:00 p.m. EDT.

APPLICATION OPENED: MONDAY, AUGUST 17
DEADLINE: WEDNESDAY, SEPTEMBER 23 AT 5 p.m.
QUESTIONS? CONTACT [KATHY NOTHSTINE](#)

To [apply](#) for the Charleston workshop and access more information about this program, including application deadlines, workshop dates, eligibility and FAQs, please visit: naco.org/InnovationChallenge.

Want to learn more about the first workshop in the competition that was held in Pikeville, Ky. on April 22-24? You can access all of the team information and workshop materials here: DiversifyEconomies.org/pikeville-ky/ and learn more about the upcoming workshop in Grand Junction, Colo., September 16-18 here: DiversifyEconomies.org/grand-junction-colo/.

VACoRP adds two key members to its staff



VACoRP

VACoRP is proud to announce the hiring of two key staff members. David Brooks and Lee Brannon began work with VACoRP on July 1, 2015.

David Brooks has joined VACoRP as Deputy Administrator. Brooks has nearly 20 years experience in public risk management where he has developed leadership competencies with particular expertise in safety communication, workers' compensation, administration and long-term planning. Brooks has broad experience creating meaningful training programs and loss control solutions for public entities. He is a strong communicator with a high level of professional integrity. Brooks recently moved to Roanoke with his wife and three children.

Lee Brannon is taking the reins from Harry Ward, who retired after serving Virginia Public Education for nearly 50 years. Dr. Brannon is School Specialist in the VACoRP Member Services Department. He has 35 years experience as a Virginia Educator, most recently serving as Superintendent of Wythe County Public Schools. As a visionary leader for Virginia Public Schools, his influence extends across the Commonwealth. He served on the State Superintendent Leadership Advisory Committee and the Governor's Task Force on School Safety. He and his wife live in Glade Spring and have two grown children.

VACoRP provides property, liability, workers' compensation, student accident and related coverages and services to over 400 local governmental entities and school divisions. VACoRP provides a comprehensive range of customizable coverages and risk management services at competitive and stable rates. With 106 school divisions, VACoRP has more experience serving the insurance needs of public educators than any other provider in the Commonwealth.

Please join us in welcoming David and Lee to the VACoRP staff.

Virginia Local Government On The Move

Compiled by **Tedd Povar** on the [Virginia Local Government Management Association website](#)

August 2015

- Bryan Foster, Utilities Director for City of Portsmouth, appointed Deputy City Manager for City of Manassas, effective September 14.
- Daniel Davis, Chief of Staff in Loudoun County administrator's office, appointed Assistant Town Manager for Town of Purcellville, effective September 2.
- Thomas Raab, Finance Director for Town of South Boston, appointed Interim Town Manager.
- Jason Childers, Wythe County resident and a former pharmaceutical salesman, appointed Town Manager for Rural Retreat.
- Luttrell Tadlock, Assistant Administrator for Northumberland County, appointed County Administrator, effective January 1, 2016. He will succeed retiring administrator, Kenny Eades.

July 2015

- Terri Morris, Floyd County Assistant Administrator and current Interim Administrator, appointed County Administrator.
- Jim Spore, Virginia Beach City Manager, announced his retirement, effective January 1, 2016.
- Lydia Pettis-Patton, Associate Director for the Illinois Institute of Technology, and former employee of the City of Portsmouth beginning in 1986, appointed Portsmouth City Manager effective September 1.
- Timothy Wilson, South Boston Town Manager since June 2014, resigned.

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.

WASTE MANAGEMENT ADMINISTRATOR | City of Chesapeake

Salary: \$68,819 - \$113,552. Duration: Open Until Filled. www.jobs.cityofchesapeake.net. The selected candidate will plan and delegate waste management activities for refuse collection and disposal including establishing short and long range goals; participate in regional discussions and collaboration regarding waste disposal issues; supervise subordinate personnel, including training, scheduling, assigning and evaluating work; prepare and administer budget for division and monitors expenditures. Instructions to Applicant: To be considered for this position, please complete a City of Chesapeake application at www.jobs.cityofchesapeake.net.

DIRECTOR OF ECONOMIC DEVELOPMENT | Pittsylvania County

Must be a team leader with a professional attitude and sound work ethic. Under the general supervision of the County Administrator; the candidate will perform difficult professional and administrative work in developing economic initiatives to create jobs, investments and promote economic growth by recruiting new businesses, and expanding industries and growing small businesses. Salary: Minimum salary is \$75,159 with County benefits. Salary beyond minimum is dependent on qualifications. Submission requirements: Pittsylvania County application, cover letter and resume. To Apply: Go online to: <http://www.pittsylvaniacountyva.gov> (Job Openings) or Download Application and mail to: Pittsylvania County, Attn: Human Resources, PO Box 426, Chatham, VA 24531 DEADLINE: Open until filled. First review of applications will begin September 11.

COUNTY MANAGER | Arlington County

A full profile describing the County, the Manager's position and the County's programs may be found at <https://www.arlingtonva.us> or <http://www.springsted.com/open-executive-searches>. The salary for the position is negotiable dependent upon the candidate's qualifications and experience. The County offers a comprehensive package of benefits and the Board will negotiate employment agreement and relocation assistance with the selected candidate. Residency within

the County is required within a negotiated timeframe. The application deadline is October 4, 2015. 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 <https://waters-company.recruitmenthome.com>. Following the filing date, résumés will be screened by Waters & Company based on the criteria established by Arlington County. The County will review recommended candidates who most closely meet the established criteria and finalists should be interviewed in Arlington during the month of December 2015. For more information, please contact John Anzivino at richmond@waters-company.com.

PUBLIC INFORMATION OFFICER | Albemarle County

The Public Information Officer is responsible for all internal and external communication for the police department. The PIO serves as the liaison between the department, the media and public requests. The PIO manages social media websites and is responsible for social media campaigns. The PIO is the guardian of all records released in compliance with the Virginia Freedom of Information Act. All public information released from the police department should be from or in coordination with the PIO. The PIO acts as an official spokesperson and primary point of contact for the police department. To learn more about geo-policing in Albemarle County watch our geo-policing video here. Learn more about the Albemarle County Police Department at www.albemarle.org/acpd. HIRING SALARY RANGE: \$47,829 - \$57,395/Yearly, depending on qualifications, experience, and internal equity. DEADLINE FOR APPLICATIONS: Friday, September 4. You may find more information at the Albemarle County Human Resources page at <http://www.albemarle.org/hr>.

COUNTY ADMINISTRATOR | Augusta County

The County of Augusta is accepting applications for the position of County Administrator. The County of Augusta is centrally located in the historic and scenic Shenandoah Valley at the juncture of I-81 and I-64. The County has a population of 74,642. The County Administrator serves as the chief administrative officer of Augusta County. The Administrator

directs and supervises the day-to-day operations of all County departments and agencies which are under the direct control of the Board of Supervisors. The County Administrator serves as the primary point of contact for citizens seeking information regarding County activities and develops recommendations for the Board of Supervisors relative to the operations of the County. This is an appointive position that serves at the pleasure of the Board of Supervisors. The hiring range is from \$140,000 to \$160,000; salary is negotiable depending upon qualifications. Benefits are excellent. The County Administrator Recruitment Profile can be viewed on the Augusta County website at www.co.augusta.va.us under the Human Resources Department. Submit a letter of interest, detailed resume outlining career accomplishments including salary history and a minimum of five (5) professional references to the Augusta County Human Resources Department, Attention: Faith Souder, Human Resources Director, County of Augusta, P. O. Box 590, Verona, VA 24482-0590, Tel: 540.245.5617; Fax: 540.245.5175, no later than Friday, September 11.

PLANNER | Botetourt County

Starting Salary: \$39,446 - \$47,500, DOQ. Botetourt County is recruiting for the position of Planner to join our Department of Community Development. This is a full-time position with an excellent benefits package, including state retirement. The selected candidate will have responsibility for performing varied professional assignments in the field of planning. Go to www.botetourtva.gov for application, complete job description and benefits summary. Preference will be given to applications received by close of business, Friday, August 21, 2015. Application, cover letter, and resume can be submitted to: Botetourt County Human Resources, 5 West Main St, Suite 200, Fincastle, VA 24090, or e-mail to jobs@botetourtva.gov. (Reference Planner in the subject line). A completed application form to be considered for the position. Position will remain open until filled.

CHIEF INFORMATION OFFICER | City of Salem

SALARY RANGE: \$68,473.60 - \$117,873.60, DOQ. The qualified applicant will be responsible for managing the daily administration and operations Technology Systems Department. Establishes and

monitors strategic long-term goals and policies and procedures for the use of technology in City operations; Provides consultation to decision makers in other departments to identify, recommend, develop, implement and support cost-effective technology solutions for all aspects of the organization. Must have thorough knowledge of the principles and practices of public administration; thorough knowledge of modern business practices and their integration with current information technology. This position is open until filled. Interested applicants may apply online at: <http://www.salemva.gov/departments/hr/JobOpenings.aspx>, or in person at 114 N. Broad Street, Salem, VA 24153.

ZONING/PLANNING TECHNICIAN | City of Harrisonburg

CLOSING DATE: Continuous. Community Planning/Development. Full-time position with benefits. Preferred hiring range: \$34,444 - \$39,603. Conducts field inspections, reviews building and sign permit applications; reviews site plans, special use requests and subdivision plats for code compliance and issues proper notice or summons to the parties involved; responds to inquiries from the public regarding complaints, violations, inspections and information; serves as staff support to City boards and commissions; observes properties suspected of code violation and documents observations for possible legal action; prepares evidence and testifies in court. In order to be considered for this position, you must submit a complete City of Harrisonburg application form. <http://www.harrisonburgva.gov/jobs>. The City provides an excellent benefits package including health insurance, retirement, life insurance, paid leave and holidays.

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 that operates with a Fiscal Year 2016 budget of \$4,786,875 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 Searches" or the City's website <http://www.fredericksburgva.gov>. The application deadline is September 13, 2015. 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.recruitmenthome.com>. Following the filing date, résumés will be screened by Waters & Company based on the criteria established by the City. The City will review recommended candidates who most closely meet the established criteria and finalists should be interviewed in Fredericksburg during the month of October 2015. For more information, please contact John Anzivino at richmond@waters-company.com.

PROPERTY MAINTENANCE CODE ADMINISTRATOR | City of Fredericksburg

Starting Salary: \$52,176 - \$63,698 DOQ. This position interprets codes related to property maintenance, inoperable vehicles, and blighted structures. It requires minimum five years experience as a property maintenance code official, inspector, building inspector, contractor or superintendent, or combination of education and experience which confers equivalent knowledge and ability. Applications are available on the City website at www.fredericksburgva.gov. The position is open until filled, however it is recommended that City applications with resumes be submitted to the City of Fredericksburg Human Resources Department by the close of business on Monday, August 31, 2015: City of Fredericksburg, Human Resources Department, 715 Princess Anne Street, Room 217, P. O. Box 7447, Fredericksburg, VA 22404-7447. jobs@fredericksburgva.gov.

PURCHASING AGENT | City of Fredericksburg

Starting Salary Range: \$56,000 - \$65,000, DOQ. Under minimal supervision of the Assistant City Manager, this full time position will perform specialized, complex, and highly responsible technical duties related to the processing, purchase, and acquisition of materials, supplies, equipment, contracted services, and professional services. This new position will serve as the City's leader for the purchasing function, and assist City Departments in acquiring goods and services through formal invitations to bid, requests for proposals, small procurement, and other procurement situations. Applicants should be familiar with government purchasing, and

experience with procurement in a Virginia local government environment, including procurement with federal grant funds, is a plus. Applications are available on the City website at www.fredericksburgva.gov. While the position is open until filled, completed City Applications and resumes should be submitted before the close of business on Monday, August 24 to: City of Fredericksburg, Human Resources Department, 715 Princess Anne Street, Room 217, P. O. Box 7447, Fredericksburg, VA 22404-7447. jobs@fredericksburgva.gov.

CHIEF FINANCIAL OFFICER | Hampton Roads Sanitation District

The Organization: HRSD is a progressive and innovative public utility serving the residents and businesses of Southeastern Virginia. We employ talented people who take pride in doing their best for the environment and share our vision that future generations will inherit clean waterways and be able to keep them clean. Expectations: The Chief Financial Officer leads a team of financial, procurement and customer service professionals that ensure HRSD has the resources required to move and treat wastewater effectively to protect public health and the waters of Hampton Roads. The fine print: The Chief Financial Officer leads a staff of approximately 100 talented people responsible for all financial management, billing and collection, procurement, customer service and related activities at HRSD that ensure HRSD has the appropriate resources at the right time to achieve its mission.

RADIO TECHNICIAN | County of Hanover

The incumbent performs routine and complex tasks to install or repair radios, electronic communications equipment, and emergency vehicle lighting equipment and maintain all County tower sites. The incumbent diagnoses, services, repairs and installs radios, electronic communications equipment and emergency lighting equipment on various County vehicles; records repair and service information in computerized Mission Critical Management (MCM) software system; and conducts required inspections of all County radio tower sites in accordance with the County SPCC Plan and ensures tower sites are clean of trash and debris; performs various work functions at tower sites related to adjustments and repair of components and wiring. Requires general knowledge of radio communications equipment and electronics with knowledge of P25 Motorola Radio Systems preferred.

APPLICATION DEADLINE AUGUST 31, 2015. For more information and to apply, visit www.hanovercountyjobs.com or call 804.365.6489.

**MAINTENANCE WORKER – STREET CREW
| City of Falls Church**

The Department of Public Works is recruiting for one full-time Maintenance Worker. The individual selected will work in the Public Works Department for one of two Street Crews. SALARY: \$31,744 + depending on qualifications. See www.fallschurchva.gov for additional information. TO APPLY: A City Application may be downloaded at www.fallschurchva.gov. Call 703.248.5127 to receive application by mail. Send application to: City of Falls Church, Human Resources Division, 300 Park Avenue, Falls Church, VA 22046 or email to hr@fallschurchva.gov. YOU MUST SUBMIT A COPY OF YOUR DRIVING RECORD OBTAINED FROM THE DEPARTMENT OF MOTOR VEHICLES WITH YOUR APPLICATION.

HUMAN SERVICES DIRECTOR | Guilford County, N.C.

Guilford County, (pop.512,000) located in the Piedmont Triad area of North Carolina with major population centers of Greensboro and High Point, is seeking a Human Services Director to lead the consolidated Department of Health and Human Services, a recently consolidated human services department with 972 full-time employees and a total operating budget for FY 2015/16 of \$105.3 million. The Human Services Director will have the opportunity to facilitate the completion and manage the implementation of the agency consolidation plan to include the organizational structure, vision, mission and core values, establishing DHHS Strategic Goals and benchmarks to measure performance. The starting salary for the position is negotiable depending on qualifications and experience within a range of \$150,000 to \$195,516. Excellent benefits are also provided. To apply, submit cover letter, resume with current salary and five work related references to: <http://agency.governmentjobs.com/guilfordnc/default.cfm?action=jobbulletin&obID=1209469>.

**STORMWATER PROGRAM MANAGER |
City of Hopewell**

SALARY: \$61,712 - \$88,160. CLOSING DATE: August 31. This position performs advanced professional and administrative work, including supervision and evaluation of program staff. Plans, organizes, oversees

and directs the management of the City's Stormwater Management (SWM) Program. Work is performed under the direction of the Director of Public Works. Under the direction of the Director of Public Works, administer, oversee and direct the Chesapeake Bay TMDL and SWM program to ensure full Federal, State and Local laws and regulations; Responsible for the preparation and submission of routine, budgetary, technical and statistical reporting requirements as it relates to the City's SWM program; Directs the design, management, and inspection of public stormwater infrastructure projects. APPLICATIONS MAY BE FILED ONLINE AT: <http://www.hopewellva.gov/jobs>. 300 N Main St, Rm 221, Hopewell, VA 23860. 804.541.2245 or 804.541.2211

**NATURAL RESOURCES MANAGER |
Albemarle County**

The Natural Resources Manager performs difficult professional work developing, coordinating and administering natural resource protection, conservation and monitoring programs. Performs related work as required. HIRING SALARY RANGE: \$51,317 - \$61,580/Yearly, depending on qualifications, experience, and internal equity. Internal candidates will receive pay adjustments in accordance with Local Government Personnel Policy, §P-60. DEADLINE FOR APPLICATIONS: Open Until Filled. For more information at the Albemarle County Human Resources page <http://www.albemarle.org/hr>.

OPERATIONS FACILITATOR | Albemarle County

Non-Exempt, Pay Grade 13. The Operations Facilitator assists with planning, organizing and supervising the functions of the Revenue and Taxation Division including, billing and collection of all taxes, assessment of personal property, tax relief for the elderly and disabled, income tax preparation, delinquent debt collection, customer service and related assignments. SALARY: Hiring Range: \$18.61 - \$22.34/ based on qualifications and experience, and internal equity with current employees. Internal candidates will receive pay adjustments in accordance with Local Government Personnel Policy, §P-60. DEADLINE FOR APPLICATIONS: Until Filled.

**ECONOMIC DEVELOPMENT PROJECT
MANAGER | Montgomery County**

The essential function of the position within the organization is to create, manage, and implement programs which create and retain jobs, increase the County's tax

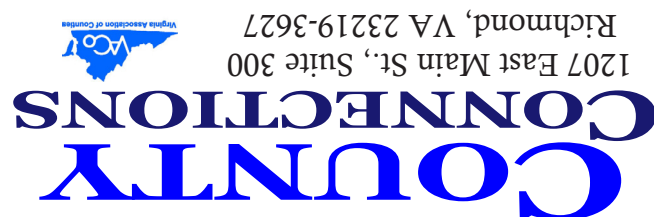
base, and add value to the community. The position is responsible for actively attracting new industry to the community, developing and managing product (industrial parks and buildings), assisting the local Entrepreneurs, and maintaining the Economic Development Website and Social Media. For a complete position description please visit www.montva.com/jobdescriptions/projectmanager. Salary \$50,000/year, depending on qualifications and experience. Online application requires cover letter and resume be attached. Deadline: Application review will begin immediately until position is filled. For more information about this position or to apply for accommodation for disabilities, contact Human Resources at 540. 394.2007; TTY/Voice 1.800.828.1120 or 1.800.828.1140; County Job Line: 540. 394.2010; visit our website at www.montva.com/jobs to apply for this position.

**COMMERCIAL PLANS EXAMINER/
INSPECTOR | Goochland County**

The Goochland County Department of Building Inspection is accepting applications for a Commercial Plans Examiner to review commercial building plans for compliance with related codes and standards. The position reviews complex plans to ascertain compliance, informs contractors regarding code deficiencies and requirements; interprets architectural/engineering drawings, supporting documentation, calculations and specifications; answers questions in person and on the phone regarding plan review, code requirements and inspection results. The hiring range is \$48,000 - \$51,000. An online application is required and may be found at www.co.goochland.va.us. Open until filled.

**WASTEWATER OPERATOR CLASS III OR
WASTEWATER OPERATOR TRAINEE |
King George County**

Salary Range: \$25,442 to \$41,471 (DOQ). Duties include, but are not limited to, assisting with necessary repairs to water and wastewater facilities, routine maintenance on plant equipment and assisting Operators or Utility Mechanic in repairing water and sewer lines and mains within water and wastewater systems. Applications will be accepted until the position is filled. Applications may be obtained from the King George County Administrator's Office, 10459 Courthouse Drive, Suite 200, 540.775.9181 or online at www.king-george.va.us. For specific information related to job duties and requirements, please visit the County's web site listed above or call the King George County Service Authority at 540. 775.2746.



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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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County Connections is a semimonthly publication.

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