

COUNTY CONNECTIONS

The Newsletter of the
Virginia Association of Counties

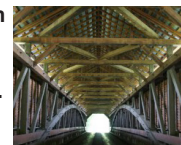
January 19, 2016



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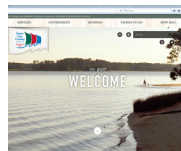
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Lots of learning at the 2016 County Supervisors' Forum



Nearly 200 new and returning county supervisors, administrators and topic experts gathered in Richmond January 8-10 for the 2016 VACo County Supervisors' Forum. VACo Board President and Surry County Chair Judy Lyttle kicked off the event welcoming members and introducing them to VACo. Speaker of the House William J. Howell then gave attendees practical tips and advice, including urging them to become involved in the association and utilizing all it has to offer.

Saturday started early and lasted until dark. Attendees heard from topic experts on issues ranging from information on Constitutional Officers to the budgeting process. The day concluded with a new feature, designed to mimic VACo's Summer Regional Meetings. Attendees were grouped in general regions to discuss issues affecting their counties and possible solutions.

Sunday was a half-day of education, introducing attendees to several of VACo's steering committee topics. If you haven't already, remember to submit a [Steering Committee Interest](#) form to participate in the legislative process. Sunday ended with another new feature, "Words of Wisdom" where attendees heard different perspectives from key staff and partners.

VACo is here to be your educational resource as you serve your county.

Please let us know how we did. Don't forget to turn in your evaluation found in your attendee bag. Your responses help us better plan future events. Please submit completed forms to Amy Sales by email at asales@vaco.org, fax to 804.788.0083, or mail to 1207 East Main Street, Suite 300, Richmond, VA 23219.

Remember to register for our February events!

- February 10 is the [Rural Caucus Reception and Dinner](#), a collaboration between VACo and The Rural Center of Virginia designed to address topics specific to rural Virginia.
- February 11 is [VACo County Government Day](#). Come join us to hear Governor Terry McAuliffe talk about state issues affecting counties and get a legislative briefing before attendees are charged with going to the Capitol to meet with their representatives. Click [here](#) for the agenda.
- February 12-13 is [VACo County Chairs' Institute](#). Board Chairs and Vice Chairs are invited to this one-and-a-half-day seminar where they will learn responsibilities and issues unique to their role as a County Board Chair. Click [here](#) to see a draft agenda.

Hotel room rates for all events start at \$129. To reserve a hotel room, call 1-800-THE-OMNI by January 20 with this code: "VACo County Government Day 2016," or at this link [VACo County Government Day 2016](#).

The VACo Team thanks all of the attendees and speakers for taking the time from their busy schedules to participate in the 2016 County Supervisors' Forum. We hope to see you at our other 2016 Educational Events, listed on our [Calendar of Events](#).

VACo Contact: [Amy V. Sales, CMP](#)



VACo's Beau Blevins recently presented five Achievement Awards to Fairfax County. The five awards are a record for one year. Congratulations Fairfax County!



VACo Executive Director Jim Campbell (sitting front row far right) and Deputy Executive Director Dean Lynch (standing) presented the Supervisors' Forum for Southwest Virginia Counties. The Forum was held in Russell County over the January 16 weekend. Newly elected supervisors and county staff attended the event.

New Administrator Hired in Gloucester County

The Gloucester County Board of Supervisors has unanimously approved the hiring of Brent Fedors to serve as Gloucester County Administrator. Fedors first day of work was January 4.

Mr. Fedors, a native of Gloucester, was previously employed as Vice President and Business Line Leader for AECOM Facilities Management, a global provider of professional technical and management support services. As leader of the Facilities Management line, Fedors was responsible for strategic positioning, broadening capabilities and empowering teams. Prior to joining AECOM, he was Senior Vice President and Executive Director with Jones Lang LaSalle Incorporated (JLL), a professional real estate services and investment management firm, responsible for a product line team of over 600 personnel.

Fedors brings fifteen years of experience in corporate real estate and facilities management, operations and maintenance, solution/business development and business leadership to Gloucester County. He also served as an Advisory Board Member and Facility Management Curriculum Chair for the Georgia Tech School of Building Construction.

As a native of Gloucester, Fedors attended Gloucester County Public Schools and received his Bachelor's Degree from the Pamplin College of Business from the Virginia Polytechnic Institute and State University.

Interim County Administrator Sandy Wanner will remain and serve in an advisory capacity to Fedors through January.



Green named Administrator in Tazewell County

The Tazewell County Board of Supervisors are pleased to announce that the Board has appointed Patricia K. Green as County Administrator. Beginning last March, the Board conducted an extensive search, enlisting the services of Waters & Company, a professional human resources firm. They recruited and vetted more than twenty candidates, some from as far away as Mississippi and South Carolina. Waters submitted a short list of five qualified candidates to the Board, whom they believe were qualified and capable. Green was one of those five candidates.

After conducting the interviews with all of the candidates and considering her performance during her tenure as Interim County Administrator, the Board unanimously chose Pat Green. The Board believes Pat knows the County and its government well. She has been a resident of Tazewell County nearly all of her life. She is a graduate of Richlands High School and a long time resident of Bluefield, Virginia. She has served Tazewell County government for more than forty years. Most recently she served as Assistant County Administrator from 2002 to 2014, as Deputy County Administrator from 2014 to 2015, and as Interim County Administrator during 2015.

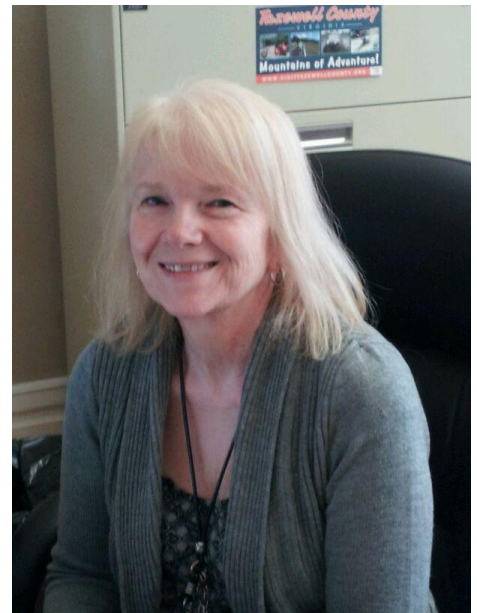
Pat has an Associate's Degree in Liberal Arts from Southwest Virginia Community College. She also has a Virginia Government Finance Officer Certification from Radford University. As Assistant County Administrator for twelve years, Green was primarily responsible for the County's Budget and Finance during very turbulent economic times. At the same time she also has been responsible for the County's Human Resources Management.

Even before being appointed Interim County Administrator last year, Green represented the County as an active member of several important local and regional committees and boards. She serves on the SATIRA board taking an active role in trying to lower substance abuse in our area. She is a long time a member of the Community Policy Management Team, which administers services for at risk youth. Pat also is a member of the Appalachian Regional Juvenile Detention Authority and the Southwest Virginia Regional Jail Authority.

Last April, the Board appointed Green to the County's Recreation Development Authority for Tazewell County. The Authority took an aggressive role in developing the Pocahontas ATV trail, bringing much needed economic development to that area. Pat also has worked hand in hand with the IDA and Mike Thompson to bring several business expansions to the County in the short time she has served as Interim County Administrator, most notably Simmons Equipment, Tadano Mantis, and Blue Wolf. In fact, Pat recently was in Poland and then Israel as part of a delegation working to bring overseas businesses to Tazewell County.

The Board also was impressed with her management of the County's resources during the historic July 5th flood. Pat performed admirably during three declared Emergencies in the County last year.

The Board members are excited about their decision and look forward to more accomplishments from Green in her new position.



Loudoun Supervisor Matt Letourneau Elected Vice Chairman of Regional Council of Governments

Loudoun County Dulles District Supervisor Matthew F. Letourneau has been elected Vice Chairman of the Metropolitan Washington Council of Governments (COG) Board of Directors for 2016.

Roger Berliner, Vice President of the Montgomery County Council, will serve as COG Board Chairman and Kenyan McDuffie of the Council of the District of Columbia will serve as the Board's other Vice Chairman. The Chair and Vice Chair positions rotate annually between Virginia, the District of Columbia and Maryland. The Board of Directors is COG's governing body and is responsible for its overall policies, functions and funds.

Letourneau, along with Board of Supervisors Chair Phyllis J. Randall, represents Loudoun on the COG Board of Directors. Letourneau previously served as President of the COG Board in 2014 and as a Vice President in 2013. He has been a member of the COG Board of Directors since 2012.

"Loudoun County plays an increasingly important role in the Metropolitan Washington region," said Letourneau. "I am honored to be selected by my colleagues to serve as Vice Chairman representing Virginia, and I look forward to working with all of the COG members on issues of regional importance such as ensuring a strong and safe Metro system and economic development."

Letourneau was elected to represent the Dulles District on the Board of Supervisors in November 2011 and re-elected in 2015. He serves as chair of the Board's Finance/Government Operations and Economic Development Committee. In addition to serving on the COG Board, he represents Loudoun County on the COG Region Forward Coalition, the Northern Virginia Transportation Commission, as Chairman of the Route 28 Transportation Improvement District Commission and the Dulles Area Transportation Association.

COG is an independent, nonprofit association that brings area leaders together to address major regional issues. COG's membership is comprised of 300 elected officials from 22 local governments, the Maryland and Virginia state legislatures and U.S. Congress.



Betsy Drewry to Fill Vacant Director of Finance Position



Prince George County Administrator Percy Ashcraft has announced that Betsy Drewry has been hired to fill the vacant Director of Finance position.

Drewry will begin her duties February 15. She replaces Trish Davidson, who left January 1 to become the Finance Director in Rockingham County.

Drewry is currently the Director of Budget & Planning for Richmond City Schools. Prior to holding that position, she was Director of Finance for Prince George County Schools for 14 years.

"We are very pleased to welcome Betsy into our Government family," commented Ashcraft. "She has exceptional talent and experience in the world of finance and her familiarity with Prince George County should allow for a speedy transition."

Drewry and her family live in Disputanta.

Prince George County Director of Fire and EMS Awarded International Professional Designation Process

Brad Owens, Director of Prince George County Fire and EMS, has successfully completed the process that awards him the professional designation of "Chief Fire Officer" (CFO). The Commission on Professional Credentialing (CPC) met on December 14, 2015 to officially confer the designation upon Director Owens. Director Owens is one of only 1,104 CFO's worldwide.

The CPC awards the CFO designation only after an individual successfully meets all of the organization's stringent criteria. The process includes an assessment of the applicant's education, experience, professional development, technical competencies, contributions to the profession and community involvement. In addition, all applicants are required to identify a future professional development plan.

Director Owens has been a member of Prince George County Fire and EMS since 2005 and has been involved in the fire service since 1995. His knowledge of the emergency services profession has far surpassed critical core competencies for personnel serving in senior fire officer positions.

The CFO designation program uses a comprehensive peer review model to evaluate candidates seeking the credential.

The Commission on Professional Credentialing, an entity of the Center for Public Safety Excellence, Inc., (CPSE) administers the CFO Designation Program. The CPC consists of individuals from academia, federal and local government and the fire and emergency medical services profession.

To learn more about CPC, visit www.publicsafetyexcellence.org.



Visit Shenandoah County and the Meems Bottom Covered Bridge



The current Meems Bottom Covered Bridge is the fourth bridge across the North Fork of the Shenandoah River at the location. The first bridge was constructed between 1867 and 1868, and was subsequently destroyed by a flood in March 1870. The bridge was replaced by 1871; however, this bridge was destroyed by floodwaters in November 1877. The third bridge was constructed in 1878 and was replaced by the current structure in 1894. Another, earlier bridge at a nearby location was destroyed by General Stonewall Jackson's troops in 1862 during the American Civil War.

The name of the bridge derives from the locally prominent Meem family, which held large tracts of land in the area. The timbers that were used to build the bridge of 1894 were cut from Confederate General Gilbert S. Meem's former farm, Strathmoor, located nearby. The farm was bought by F. H. Whisler in 1891; he contracted John Woods to construct the 1894 bridge. Some 57,000 feet of timber were cut locally by J. L. Olinger.

The current bridge is of the Burr Truss design, which was patented by Theodore Burr, brother of U.S. Vice President Aaron Burr, in 1817. The bridge spans a length of 204 feet across the river, making the bridge the longest still-standing covered bridge in Virginia. Two stone abutments, which extend ten feet below the riverbed, support the bridge on the sides of the river. The rock used in the abutments was gathered from local quarries. The bridge consists of two arches on each side spanning the length of the bridge and joining the abutments 8 feet below the top of the abutments' stone construction. The arches are constructed of three sections each of 7-inch by 15-inch timbers bolted together. The vertical truss supports and horizontal roof supports are composed of 8-inch by 10-inch lumber. The diagonal truss supports are 7-inch by 9-inch timbers. Originally, the floor supports consisted of two 7-inch by 12-inch beams along the length of the bridge and 4-inch by 14-inch beams supporting the roadway running from side to side. The bridge was strengthened in 1937 with the addition of steel I-beams running along the length of the bridge and parallel to the roadway supports. A new road surface was also added at this time.



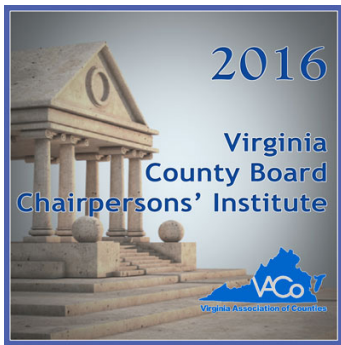
Photo by Sharon Nicely

The bridge continued to serve traffic until it was destroyed by fire when vandals burned the bridge on October 31, 1976. The original timbers of the bridge were salvaged, however, and the bridge was reconstructed and put back into service by September 1979. The restoration included new concrete piers and steel beams.

Meems Bottom Covered Bridge was added to the National Register of Historic Places on June 10, 1975. An updated listing was added on April 23, 2008. The bridge is also on the Virginia Landmarks Register and was listed on April 15, 1975. The updated listing was added March 10, 2008.

Mark Your Calendars

Join us for the VACo Chairpersons' Institute



February 12-13, 2016
Omni Richmond Hotel

The Institute: Virginia Association of Counties offers the County Board Chairpersons' Institute to Board Chairs and Vice Chairs to focus on the specific roles of that position, including meeting management, internal and external communications, work relationships, leadership and goal setting. An overview of county government and the work of county supervisors is also covered.

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

VACo Contact: [Amy V. Sales, CMP](#)

VACo County Government Day

February 11, 2016
Omni Richmond Hotel



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

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

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

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

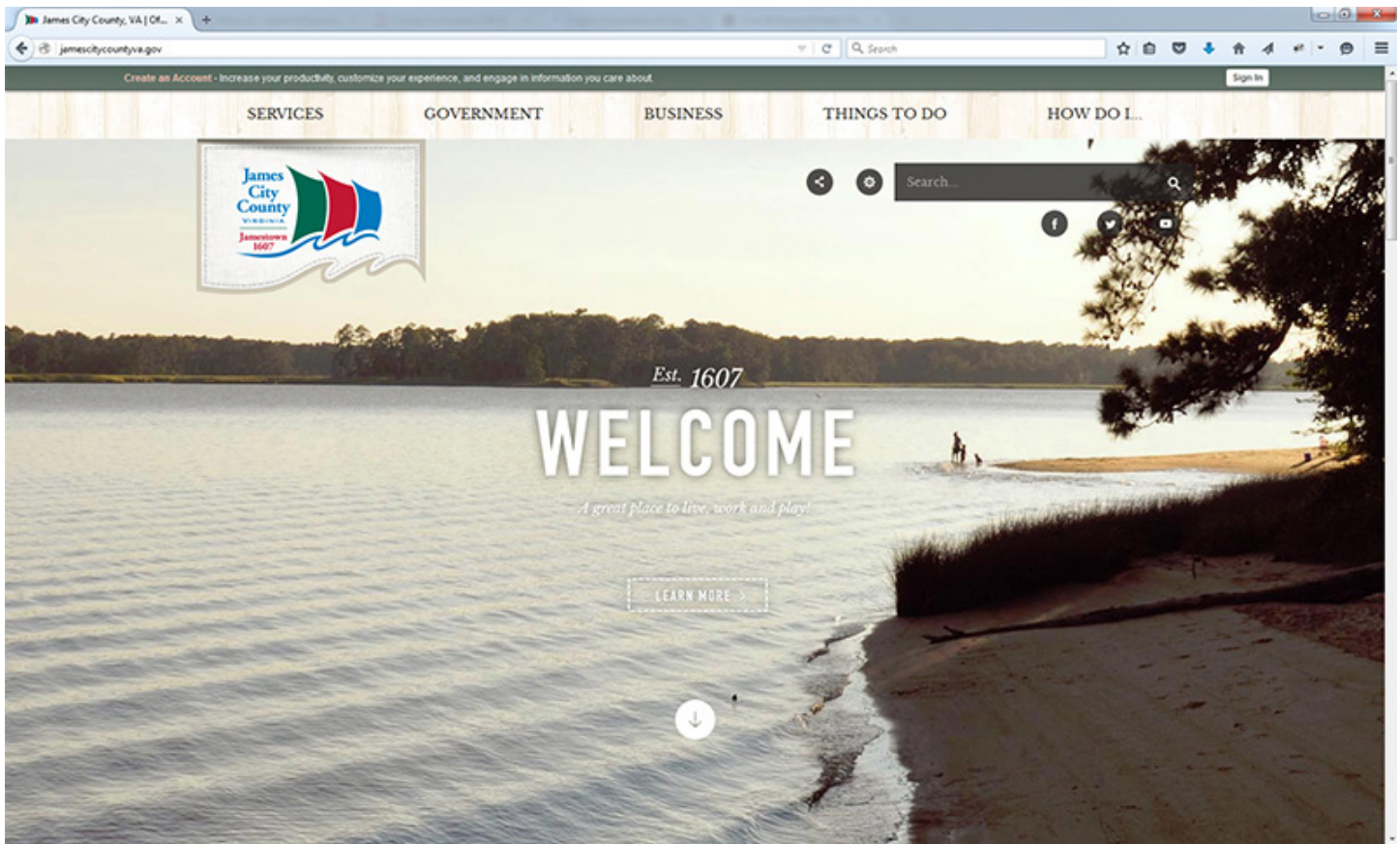
 **VirginiaTech**
Invent the Future®
Virginia Tech Roanoke Center

Implementing Lean:
operational excellence for local government

March 3-4, 2016 ■ Roanoke, Virginia

[Click for more information](#) | [Click here to watch event video](#)

James City County launches new Website



James City County's website, jamescitycountyva.gov, has a new look for 2016 that focuses on mobile responsiveness, customization and efficiency. The new website features:

- Mobile responsiveness. The entire website is built to adapt to any device and platform. Use the website anywhere, anytime.
- Improved search. An overhauled search engine features predictive search and more accurate results. Don't know exactly what you're looking for? That's OK, new menus are designed to help you find the services you need in seconds.
- Subscriptions. Subscribe to the news and services you care about and have notifications and reminders sent directly to your email or cell phone.
- A customizable experience. Create a profile and tailor the website to your needs and interests.
- Reduced paperwork. Many forms have been converted to electronic versions that are sent to the right person when submitted.
- Openness and transparency. Search the new Document Center archives for old minutes, agendas, ordinances and more.
- Shareability. See something you like on the website? Share any page, news item or event to social media with ease.
- Increased accessibility for all. All content is compliant with the Americans with Disabilities Act. Everything on the website can be dictated with a screen reader. The website can also be translated in over 80 different languages.
- A focus on local imagery. Photography showcases the County's amenities and natural beauty.
- More efficient government. Staff can update the website from home or in the field. New behind-the-scenes modules streamline dozens of everyday processes.

The web address, jamescitycountyva.gov, and staff email addresses remain the same.

The website was developed through a partnership with CivicPlus, a web development company, specializing in government website design and production. The website cost \$56,200 and was offset by money saved through a position that was left vacant following a retirement.

"I am very pleased with the work that has been done on the new website," says County Administrator Bryan Hill. "Having a site that is available to all on any device allows us to remain open and transparent to our residents and visitors," Hill added. "CivicPlus gives us the opportunity to remain current with changing technology."

A video highlighting the new site is available on the County's [YouTube channel](#).

**BREAKING NEWS:**

All County Leaders Urged to Attend the 2016 NACo Legislative Conference!



Stronger Counties. Stronger America.

The National Association of Counties (NACo) unites America's 3,069 county governments. Founded in 1935, NACo brings county officials together to advocate with a collective voice on national policy, exchange ideas and build new leadership skills, pursue transformational county solutions, enrich the public's understanding of county government and exercise exemplary leadership in public service.

April 2016 Local Government Education Week: Let's partner with K-12 students to learn what we are about!

In 2012 the General Assembly adopted House Joint Resolution #93 proclaiming the **first week of April as Local Government Education week** in honor of the formation of the Council-Manager form of government in the City of Staunton, VA. The Virginia Local Government Management Association Civic Engagement Committee has been developing tools to engage students, our future leaders, in order to acknowledge good community building work, educate on all local government services provided at the local level, and to increase student's awareness of career opportunities in local government. This will help us strengthen interest in local government management/public service as a viable career.

As part of this effort **VLGMA asks each locality's governing body to adopt a proclamation** honoring this week and a template is also provided on the Civic Engagement webpage on the VLGMA website (http://icma.org/en/va/resources/civic_education). However, adopting a proclamation is not enough to really engage in a partnership with the local school district and the young people of our community. So we hope **each locality will develop an engagement plan** that meets your local need. To aid in this effort the Civic Engagement Committee has pulled together numerous resources that are also posted on the website that include great elementary school level books, high school teachers' resource guide with lesson plans and a report of various civic engagement best practices used by VLGMA members. Activities are not restricted to the first week of April but can occur throughout the year and be highlighted in April.

Check out this website link (http://icma.org/en/va/resources/civic_education) for additional great resources and feel free to contact Cindy Mester (cmester@fallschurchva.gov) with questions and/or to share additional ideas.

VACo Stands with Governor in Support of Increased K-12 Public Education Funding

Governor Terry McAuliffe announced on January 11 a series of proposals intended to improve public schools, enhance the workforce system and prepare public school students for a changing economy.

The Governor proclaimed that his legislative agenda for public education is “designed to lay the foundation for future economic growth by reorienting our education and training approach to meet the demands of the 21st Century employers.”

Below is a summary of the Governor’s legislative proposals announced at the press conference.

Redesigning high school for the 21st century

- Requires the Board of Education to establish new expectations for high school graduates and changes the way credits are earned for graduation.
- Puts a greater emphasis on hands-on learning, early college courses and industry credentials while maintaining rigorous standards.

CTE Teachers

- Enables schools to hire current and retired industry experts as temporary or part-time career and technical education teachers.
- Will help to fill empty teaching positions while giving students the unique opportunity to gain critical CTE training from skilled professionals in high-demand industries.

Academic credit for previous certifications

- Enables students to receive academic credit for previously-earned industry certifications when pursuing a community college degree.
- Allows community college students to build on prior experience instead of having to repeat coursework.

Paving the way for high-demand workforce credentials

- Require the development of a plan and a funding formula to support the \$24.6 million budget proposal to increase the number of high-demand workforce credentials awarded each year.
- Provides for progress reports to ensure the goals are being met.
- Ensures that state-supported industry certifications and licenses are aligned with business and industry needs so that more Virginians can access well-paying jobs.

Restructuring financial aid

- Virginia Guaranteed Assistance Program will provide enhanced awards for students enrolled in at least 30 credit hours of coursework over the course of the year, including summers.
- Extends eligibility for financial aid to young people who are not defined as dependents, such as foster children and homeless youth.
- Incentivizes students to complete more credits over the course of a year and increases their chances of on-time graduation.

Veterans with medical experience

- Establishes a pilot project through the Department of Veterans Services that will enable former military medics and corpsmen to use their skills in health care careers while earning civilian credentials.



Michael White, Governor's Office

Pictured from left to right - Prince George County Supervisor Bill Robertson, Governor Terry McAuliffe, King and Queen County Supervisor Sherrin Alsop and VACo Executive Director Jim Campbell.

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.

ENGINEER IV | Fairfax County

Fairfax County Department of Public Works and Environmental Services. \$71,386 - \$118,977 Job # 15-02484. Serves as project manager for the development of engineering standards and proposed amendments to the County Code, including the Stormwater Management Ordinance, Subdivision Ordinance, Erosion and Sedimentation Control Ordinance, Chesapeake Bay Preservation Ordinance, Site Plan provisions of the Zoning Ordinance and the Public Facilities Manual (PFM). Performs research, technical studies, and engineering calculations as necessary for the preparation of new code and PFM provisions, and amendments to existing requirements and standards. TO APPLY: For complete details or to apply online, visit agency.governmentjobs.com/fairfaxcounty by 5 p.m. on January 29, 2016.

FINANCIAL AND BUDGET SPECIALIST | Fairfax County

Fairfax County Department of Public Works and Environmental Services. \$76,347 - \$127,244 Job # 15-02453. Manages and supports all financial and budgetary needs of the county's Land Development Services (LDS) agency and the Director's Office of the Department of Public Works and Environmental Services (DPWES). The LDS agency processes over \$30 million in permitting receipts annually and is comprised of nearly 300 full time employees. The position maintains central responsibility and oversight for revenue management, procurement, projections, budget, performance metrics, purchasing initiatives and human resources position budget planning. TO APPLY: For complete details or to apply online, visit agency.governmentjobs.com/fairfaxcounty by 5 p.m. on January 22, 2016.

TOWN MANAGER | Town of Cary, North Carolina

The Town of Cary, North Carolina (155,227), a world-class community situated in the counties of Wake and Chatham and conveniently located adjacent to the state capital of Raleigh, invites candidates to apply for the position of Town Manager. The Town is governed under the council-manager form of government, with the Town Manager serving as the

chief administrative officer of Cary's government. A full profile describing the Town and the Town Manager's position may be found at <https://www.townofcary.org> or our website, <https://waters-company.recruitmenthome.com/postings/760>. The salary for the position is negotiable dependent upon the candidate's qualifications and experience. Residency is required within a negotiated period of time. The application deadline for the position is February 14, 2016. To be considered, please submit your cover letter, résumé with salary history, and five professional references online at <https://waters-company.recruitmenthome.com>. For more information, please contact John Anzivino at richmond@waters-company.com.

PLANNER III | Loudoun County

The Land Development Planning Division provides technical review and oversight of land development applications, manages performance and erosion and sediment control bonds, maintains land development records, provides professional guidance to other County agencies related to land development, and provides exemplary customer service. The successful candidate must have the ability to analyze complex problems, navigate an intricate land development process, and perform a multitude of advanced professional planning tasks. (Hiring Range: \$51,860 - \$75,675) Recruitment # 16-S351T-1018. Closes: January 26. Visit our online employment center at www.loudoun.gov for more information and to apply.

BUILDING INSPECTOR | Loudoun County

Duties include conducting all assigned building inspections in a manner that exhibits professionalism, in accordance with Title 36 of the Code of Virginia, under the authority of the Loudoun County Building Official. Applicants must have a thorough knowledge of materials, methods and practices involved in contracting, installing and maintaining all components of buildings, structures and equipment as defined in the Virginia Uniform Statewide Building Code, as well as, the ability to interpret construction plans and documents; exercise diplomacy and tact in enforcing the Virginia Uniform Statewide Building Code. (Hiring Range: \$33,310-\$47,718) #16-T240-1021. Closes January 27. Visit our online employment center at www.loudoun.gov for more information and to apply.

CODE ENFORCEMENT INSPECTOR | City of Manassas Park

The Code Enforcement Inspector works directly with citizens, land owners, and business owners to maintain a clean, safe, and healthy community in the City of Manassas Park. Inspectors investigate complaints and proactively inspect properties to ensure compliance with various chapters of the City's Code of Ordinances. If you are interested in becoming a member of our team, you must complete an application form and submit it to the City of Manassas Park, Human Resources Department, One Park Center Court, Manassas Park, VA 20111, or fax 703.335.1405, email: humanresources@manassasparkva.gov (Resume accepted in lieu of application). You may obtain an employment application by going to the following link: <http://www.cityofmanassaspark.us/index.php/component/content/article/128-about-manassas-park/city-departments/124-human-resources>. Deadline January 31.

PLANNING/ZONING ADMINISTRATOR | City of Manassas Park

As the Planner, they develop plans to optimize the effectiveness of land use throughout the city, to best achieve the goals of the Comprehensive Plan, through research, analysis, and understanding of economic, social, development, and transportation trends. As the Zoning Administrator, they must gain thorough knowledge of all zoning districts and the zoning ordinance for the City, and work with the City Attorney and Governing Body to update the zoning ordinance so that they align with the goals of the Comprehensive Plan. If you are interested in becoming a member of our team, you must complete an application form and submit it to the City of Manassas Park, Human Resources Department, One Park Center Court, Manassas Park, VA 20111 or fax 703.335.1405, email: humanresources@manassasparkva.gov. (Resume accepted in lieu of application). You may obtain an employment application by going to the following link: <http://www.cityofmanassaspark.us/index.php/component/content/article/128-about-manassas-park/city-departments/124-human-resources>. Deadline January 31.

STAFF ACCOUNTANT-FINANCE | Pulaski County

The essential functions of the Staff Accountant are to prepare or assist in

the preparation of and maintenance of all financial records for the County of Pulaski including analyzations, recommendations on existing systems, policies, functions of the finance, payroll and HR departments. Assists in budget preparation, presentation, and monitoring compliance of expenditures within the budget. The salary for this position will be \$45,000 annually. Interested individuals may apply at the appropriate Virginia Employment Commission Office located in Radford, VA. Radford@vec.virginia.gov or Wytheville, VA Wytheville@vec.virginia.gov. Or may download an application from www.pulaskicounty.org and deliver or mail it to Tammy Safewright, Human Resource Specialist, 143 Third Street, NW, Suite 1, Pulaski, VA 24301. Position is open until filled with reviews to begin January 25.

COUNTY MANAGER | Catawba County, North Carolina

Catawba is a historically rich area with access to a wide range of activities, is home to eight cities and towns and is within just one hour's drive of major areas such as Charlotte and Winston-Salem. For Fiscal Year 2015-16, the County is operating with a budget of \$235.5 million and 1,124 full-time equivalent employees. To learn more about the County and the County Manager's position, please visit <http://www.catawbacountync.gov> or view the full position profile on our website, <https://waters-company.recruitmenthome.com/postings/755>. The salary for the position is negotiable dependent upon the candidate's qualifications and experience. The application deadline is February 18, 2016. To be considered, please submit your cover letter, résumé with salary history and five (5) professional references online by visiting our website, <https://waters-company.recruitmenthome.com>. For more information, please contact John Anzivino at richmond@waters-company.com.

CHIEF OF PROJECT MANAGEMENT | Albemarle County

Exempt, Pay Grade 20. In conjunction with the Director of Facilities and Environmental Services, the Chief of Project Management provides overall leadership, coordination and supervision of the operations of the Project Management Division. Provides support to Director for planning, directing and ensuring the successful implementation, management and tracking of the County Capital Improvement Program (CIP). Performs complex professional, administrative and managerial tasks in the execution of design and implementation of

all capital projects to include transportation, government, libraries and schools. SALARY: Hiring Range: \$63,380 - \$76,056/ annual equivalent based on experience, education and internal equity. DEADLINE FOR APPLICATIONS: January 25.

PSYCHIATRIC NURSE-CLINIC BASED | Hanover County

The Hanover County Community Services Board is seeking a psychiatric professional to be responsible for the management of medicines and psychiatric nursing care for patients receiving mental health services. This position offers a great opportunity to practice your clinical counseling and other psychiatric nursing skills while providing a full range of psychiatric nursing and support. The incumbent works closely with psychiatrist, PCP's and labs as well as with clients and families; also collaborates closely with case managers to educate them about consumers' medical needs and to ensure that medical follow-up care is obtained. For more information and to apply please visit www.hanovercountyjobs.com or call 804.365.6489 (TDD# 365.6140).

DIRECTOR OF PARKS, RECREATION AND COMMUNITY FACILITIES | Stafford County

The Stafford County Department of Parks, Recreation and Community Facilities is an integral part of the County's service delivery system and offers a wide range of affordable leisure, recreational, and sports programs for all citizens to improve their social, mental, and physical development. To view the full position profile and learn more about the Department and the County, please visit their website at <http://staffordcountyva.gov> or our website <https://waters-company.recruitmenthome.com>. The salary for the position is negotiable dependent upon the individual's qualifications and experience. The application deadline is February 7, 2016. To be considered, please submit your cover letter, resume with salary history and five professional references online by visiting our website, <https://waters-company.recruitmenthome.com>. For more information, please contact John Anzivino at richmond@waters-company.com.

MAINTENANCE WORKER | Sussex County

Performs responsible skilled trades work in the care and cleaning of county buildings; does related work as required. Work is performed under the regular supervision of the Custodial Supervisor. Cleaning and maintaining buildings and facilities. (These are intended only as illustrations

of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.) SALARY RANGE: \$21,524 to \$35,491 DOE/DOQ. Submit a Commonwealth of Virginia State Application (DHRM Form 10-012) to Sussex County Administration, Attn: Shilton R. Butts, Assistant to the County Administrator, Post Office Box 1397, Sussex, VA 23884, or hand deliver to 20135 Princetown Road, Sussex, VA 23884, or email to sricks@sussexcountyva.gov. The deadline to submit application is 4 p.m. Friday, January 29. NO PHONE CALLS PLEASE.

AUTOMOTIVE SERVICE COORDINATOR | James City County

Automotive Service Coordinator \$38,146/year or higher, DOQ + benefits; James City County's Fleet Division seeking individual to perform skilled craft work overseeing daily operations of the department including scheduling, maintaining reports and work orders, and inspecting vehicles as needed. Must exercise considerable initiative and independent judgment in completing assigned duties to ensure the safety and operability of vehicles/equipment. Accepting applications until the position is filled. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at jobs.jamescitycountyva.gov.

CITY MANAGER | City of Fredericksburg

The City Manager is appointed by the Mayor and City Council and serves as the Chief Administrative Officer for the City. The Manager is responsible for directing various City departments and providing guidance in directing, supervising, coordinating and planning the day-to-day administration of the affairs of the City and the implementation of the policies established by City Council. For Fiscal Year 2016, the City is operating with a General Fund budget of \$88.5 million and over 400 employees that provide services in over twenty (20) departments. The salary for the position is negotiable dependent upon the candidate's education and experience. The application deadline is February 5, 2016. 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>. For more information, please contact John Anzivino at richmond@springsted.com.

**ECONOMIC DEVELOPMENT AND
MARKETING MANAGER | Town of
Strasburg**

A general definition of the work includes: Performs a broad range of complex professional and administrative work leading the economic development efforts of the Town of Strasburg. Identifies and completes assignments relating to the marketing, promotion, and development of business, industry and events in the Town. Leads all efforts related to tourism, downtown revitalization, and business development. For a complete position profile, job description, and employment application, please visit: <http://www.strasburgva.com/Facility-Info/Employment-Volunteer-Opportunities.aspx>.

**DIRECTOR OF HUMAN RESOURCES |
Accomack County**

Accomack County, VA is seeking a Director of Human Resources to oversee and provide department management for all HR initiatives including recruitment and retention, classification and pay, position classification processes, benefits, employee relations, training and enforcement of policies and procedures in accordance with applicable federal, state, and local laws. Position requires flexibility and commitment to the organization; General County Application with Resume must be submitted for consideration; Hiring salary range: \$69,706 - \$85,390 annually, depending on qualifications and experience. Review of applications will begin Monday, January 25, 2016. Application available on our website: www.co.accomack.va.us. Only applicants selected for interview will be contacted.

**CUSTODIAL SERVICES COORDINATOR |
James City County**

\$28,538/year 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.

**COMMUNITY & PUBLIC INVOLVEMENT
PLANNER | Hampton Roads Planning
District Commission**

STARTING SALARY: \$42,000 - \$48,000. The HRTPO serves as the Metropolitan Planning Organization (MPO) for the Hampton

Roads region of Virginia and serves over 1.7 million people in 15 jurisdictions. The Community & Public Involvement Planner will assist in the implementation of public outreach activities to engage the general public and key business stakeholders to enhance and improve the work of the HRTPO. For more information, go to: <http://hrtpo.org/uploads/docs/Community%20Planner%20-%20New%202016.pdf>. Send cover letter, résumé and transcripts to Kelli Arledge, Human Resources Administrator, Hampton Roads Transportation Planning Organization, 723 Woodlake Drive, Chesapeake, Virginia 23320 or via email to karledge@hrpdca.gov. CLOSING DATE: Open until filled; résumés reviewed on an ongoing basis. Résumé review begins January 18.

**COUNTY ADMINISTRATOR | Goochland
County**

Goochland County, Virginia (21,936), conveniently located between Richmond (15 miles east) and Charlottesville (30 miles west) in the fast developing, vibrant mid-Atlantic corridor of central Virginia, is seeking qualified candidates for the position of County Administrator. For Fiscal Year 2016, the County operates with a budget of \$65.6 million supported by a real estate tax rate of \$0.53 per \$100 assessed value complemented by a range of other taxes and fees. A full profile may be found at <http://www.goochlandva.us> or <https://waters-company.recruitmenthome.com>. The salary for the position is negotiable dependent upon the candidate's education and experience. The application deadline is February 7, 2016. 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>. For more information, please contact John Anzivino at richmond@waters-company.com.

**ASSISTANT COUNTY ATTORNEY I |
Henrico County**

The Henrico County Attorney's Office seeks to hire an entry level, full-time attorney with a strong academic background and excellent research and writing skills to assist in providing a full range of transactional legal services to County agencies, boards and officials. Responsibilities include public procurement; reviewing, drafting, and negotiating contracts; client counseling; legal research; and drafting ordinances, resolutions and legal opinions. Breadth of legal matters includes purchasing,

construction, public-private partnerships, administrative law, real property, and other matters related to the practice of Virginia local government law. The pay range for this entry-level position is \$63,869-\$114,768. Deadline for completion of an online Henrico County application form is January 25. Applications accepted only via Henrico County's job site at www.henricojobs.com.

EMERGENCY COMMUNICATIONS**DIRECTOR | James City County**

Salary is competitive based on qualifications + Benefits; The James City County Fire Department is seeking a Director for the Emergency Communications Division to manage the staff and daily operations of the County's dispatch center. The center receives both emergency and non-emergency call requests requiring a response of Police, Sheriff, Fire, Emergency Medical Services (EMS), Animal Control, Game Warden, and James City Service Authority (JCSA) personnel. Screening of applications will begin on January 25, 2016, but accepting applications until the position is filled. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at jobs.jamescitycountyva.gov.

**ENVIRONMENTAL PROGRAM MANAGER |
New Kent County**

Apply Online: www.co.new-kent.va.us. The Environmental Programs Manager is a professional position working under the direction of the Director of Community Development performing advanced professional, technical and administrative responsibilities. This individual plans, organizes and directs the management and enforcement of County ordinances relating to erosion and sediment control, Virginia Stormwater Management Program, wetlands, agriculture and forestal districts and the Chesapeake Bay Preservation Ordinance. Salary: Experience and Qualification Based.

**EMPLOYEE REPRESENTATIVE | Virginia
Retirement System**

Positions #348 & #269. The Virginia Retirement System (VRS) is seeking two individuals to act as primary liaisons 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 Careers section on the VRS website at www.varetire.org and click on the Commonwealth of Virginia Job Site link to view and apply for open positions at the VRS.



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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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