

# COUNTY CONNECTIONS

The Newsletter of the  
Virginia Association of Counties

August 2, 2016



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## Virginia Counties Recognized for Model Programs



**RICHMOND (August 1, 2016)**—The Virginia Association of Counties (VACo) is pleased to announce the 29 recipients of the 2016 Achievement Awards recognizing model local government programs. VACo received 91 submissions.

This year a number of the winning entries focused on impacting the community and enhancing the lives of citizens.

[Winning Achievement Award Submissions](#) | [Winning Program Descriptions](#)

“We are excited to announce the 2016 winners, and I want to thank all who participated,” said **Dean Lynch**, VACo Executive Director. “This is the 14<sup>th</sup> year of the Achievement Awards Program, and we couldn’t be more proud of the innovative work done by our member counties. It seems we are faced with more complex challenges every year, but Virginia’s counties have found creative ways to overcome them.”

**Tedd Povar**, Associate Director of the Virginia Institute of Government; **William Quarles**, former Goochland County Supervisor; and **Linda Lumpkin**, retired Essex County Deputy County Administrator, served as judges for this year’s statewide competitive awards program.

The judges selected three submissions as Best Achievement Finalists and then chose one as the overall winner. The 2016 Best Achievement Award goes to **King and Queen County** for its **Broadband Internet Program**. This is what Lumpkin had to say about King and Queen County’s submission. “As long-time public servants and residents of the region, we understand the challenges of getting broadband to rural communities,” Lumpkin said. “After regional attempts were unsuccessful, King and Queen persevered and acquired this coveted service for its citizens. What an awesome accomplishment and inspiration to the rest of us!”

Povar said he’s encouraged by the creativity counties showed to find solutions. “I’ve been fortunate enough to judge around 250 submissions over the past three years,” Povar said. “That’s a lot of innovative programs. The future is bright if this is an indication of the resourcefulness of county staff and leadership. I’m inspired by the good work done by Virginia’s counties.”

Quarles hopes county leaders and division heads review all the entries because he thinks many of the programs can be replicated. “The great thing about the VACo Achievement Awards is that the program can be used as an educational tool,” Quarles said. “There are real solutions to problems most counties face. I encourage county leaders and staff to check out how other counties are doing it and to contact them. I believe sharing ideas and solutions are the true benefits of the Achievement Awards.”

**Arlington County, King George County, Lancaster County, Middlesex County and Warren County** were first-time winners. **Chesterfield County** tops the all-time Achievement Awards list with 22. **Loudoun County** is second with 18 while **Henrico County** is third with 17.

The VACo Achievement Awards is a competitive program open to local government members of the association. VACo will present awards at Board of Supervisors meetings and recognize award-winning counties at the 2016 Annual Conference in November.

[Winning Achievement Award Submissions](#) | [Winning Program Descriptions](#) | [Achievement Awards Website](#)  
[2016 Achievement Awards Entries](#) | [Past Winners](#) | [Past Judges](#)

# VACo Regional Legislative Meeting

Join us on August 10 - Region 7 - Louisa County

**VACo Members -**

We are excited to bring a 2016 Regional Legislative Meeting to VACo Region 7. Regional representatives are invited to attend. This is an opportunity for county elected officials to share local and regional problems and solutions. We expect an open discussion and your attendance adds to the value of the meeting.

We also invited state legislators in the VACo Region 7 area. The event format allows for lawmakers to hear your concerns and answer some of your questions.

The meeting includes an educational presentation as well as 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](mailto:vrussell@vaco.org).

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

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



Virginia Association of Counties invites you to the 2016 VACo Region 7 Meeting on Wednesday, August 10 from 7-9 p.m. at The Forum, Louisa County Middle School, 1009 Davis Highway, Mineral, VA 23117.

Expected attendance includes Board Chairs, Vice Chairs, Supervisors, Legislators, Planning District Commissioners, County Administrators and Executive Staff from Caroline, Culpeper, Fauquier, King George, Louisa, Orange, Rappahannock, Spotsylvania and Stafford Counties.

**VACo 2016 Region 7 Meeting Agenda for August 10**

**WELCOME**

**Stephanie L. Koren** | Vice Chairman, Louisa County | Region 7 Director, VACo Board of Directors  
**Dean Lynch** | Executive Director, VACo

**VACo EDUCATION**

**Nick Donohue** | Deputy Secretary of Transportation | Commonwealth of Virginia

**CONVERSATIONS WITH STATE LEGISLATORS (Invited)**

- |  |   |
|--|---|
| Senator <b>Thomas A. Garrett, Jr.</b> (22nd Senate District) | Delegate <b>Mark Dudenhefer</b> (2nd House District)        |
| Senator <b>Emmett W. Hanger, Jr.</b> (24th Senate District)  | Delegate <b>Peter F. Farrell</b> (56th House District)      |
| Senator <b>Ryan McDougle</b> (4th Senate District)           | Delegate <b>Buddy Fowler, Jr.</b> (55th House District)     |
| Senator <b>Mark D. Obenshain</b> (26th Senate District)      | Delegate <b>Nicholas J. Freitas</b> (30th House District)   |
| Senator <b>Bryce E. Reeves</b> (17th Senate District)        | Delegate <b>William J. Howell</b> (28th House District)     |
| Senator <b>Richard H. Stuart</b> (28th Senate District)      | Delegate <b>L. Scott Lingamfelter</b> (31st House District) |
| Senator <b>Scott A. Surovell</b> (36th Senate District)      | Delegate <b>Robert Orrock, Sr.</b> (54th House District)    |
| Senator <b>Jill Holtzman Vogel</b> (27th Senate District)    | Delegate <b>Margaret B. Ransone</b> (99th House District)   |
| Delegate <b>Mark L. Cole</b> (88th House District)           | Delegate <b>Michael J. Webert</b> (18th House District)     |

**ROUND TABLE DISCUSSION OF LOCAL ISSUES**

Caroline County | Culpeper County | Fauquier County | King George County | Louisa County | Orange County | Rappahannock County | Spotsylvania County | Stafford County

Please RSVP to this free event by emailing Valerie Russell at [vrussell@vaco.org](mailto:vrussell@vaco.org).



Hosted by  
 Tweet before, during and after! #VACoEducation #VACoRegionalMeetings



The students of the Virginia Certified County Supervisors' Program class, which met on July 29 in Fluvanna County. The class was Part 2 of "Inventing Your County's Future: The Role of Community Planning." Congratulations to the elected leaders for completing another step to being a certified supervisor! #VACoEducation

**From left to right -** Powhatan County Supervisor **Larry Nordvig**, Mecklenburg County Supervisor **Claudia Lundy**, Greene County Supervisor **Bill Martin**, Bedford County Supervisor **Steve Wilkerson**, Isle of Wight County Supervisor **William McCarty**, Sussex County Supervisor **Keith Blowe**, Bland County Supervisor **Adam Kidd**, Prince Edward County Supervisor **Odessa Pride**, Albemarle County Supervisor **Rick Randolph** and Alleghany County Supervisor **James Griffith**.

## Isle of Wight County names Randy Keaton as County Administrator



The Board of Supervisors is pleased to announce that Randy R. Keaton is appointed as the next County Administrator of Isle of Wight County, effective September 1, 2016. Keaton is a strong professional with significant experience in budget and finance, debt financing, development and management of inter-local agreements, regional collaboration, economic development, water and sewer system development and operation, solid waste management and planning.

Keaton's professional experience includes over 33 years of public service in County government and regional planning. Since 2013, he has served as the Deputy Executive Director of the Hampton Roads Planning District Commission.

Keaton's local government experience includes 26 years as the County Manager of Pasquotank County, N.C. Additionally, he previously served as County Manager and Finance Officer of Perquimans County, N.C. His public sector experience began as the Register of Deeds, Budget Officer and Clerk to the Board of Camden County, N.C.

His educational background includes a Bachelor of Arts Degree in History from Old Dominion University, as well as course work in County Administration from the University of North Carolina School of Government.

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## Loudoun County Recognized For Performance Management Success

Loudoun County has again received recognition from the International City/County Management Association (ICMA) for superior performance management efforts. The ICMA Center for Performance Analytics has awarded Loudoun a Certificate of Achievement. Loudoun is one of only ten jurisdictions to receive the award this year.

The criteria for the Certificate of Achievement include:

- Reporting of performance data to the public through budgets, newsletters and/or information provided to elected officials
- Data verification efforts to ensure reliability
- Staff training

The certificate program assesses a local government's performance management program and encourages analysis of results by comparing to peers and gauging performance over time.

Performance management aids in cost reduction, program prioritization and quality improvement. It also encourages accountability and transparency.

ICMA advances professional local governments worldwide by providing training and advanced professional development to thousands of city, town and county leaders and other individuals and organizations throughout the world. The ICMA Center for Performance Analytics helps local governments use performance information to better the lives of the people they serve.



## Speakers for County Officials' Summit announced

The County Officials' Summit on August 18-19 is shaping up to be a can't-miss event. VACo has confirmed the attendance of three Virginia Secretaries and one Deputy Secretary to speak on legislative issues.

Kicking off the County Officials' Summit on the morning of August 18 is Secretary of Technology Karen Jackson, who will speak about Broadband issues in the Commonwealth. Joining Jackson is King and Queen County Administrator Tom Swartzwelder, who will discuss his County's efforts to bring broadband to its citizens. The County recently won the Best Achievement Award for its King and Queen Broadband Internet Program.

Secretary of Health and Human Resources Dr. Bill Hazel joins the impressive lineup. Dr. Hazel will discuss the opiates crisis in the state and how it's affecting localities.

Secretary of Public Safety and Homeland Security Brian Moran and Deputy Secretary of Natural Resources Russ Baxter will speak separately on the afternoon of August 18.

Join us that evening for a special reception for long-time VACo Executive Director Jim Campbell, who retired on June 30.

On August 19, the focus will shift to Steering Committee Meetings in the morning. The VACo Board of Directors will meet at Noon.

If you haven't registered, please do so today. The deadline for registrations is August 8. We hope to see you at VACo's County Officials' Summit!

### COUNTY OFFICIALS' SUMMIT

August 18-19

[Registration Form](#)

[Register Online](#)

[Preliminary Agenda](#)

[Four Points by Sheraton Richmond](#)

VACo Contact: [Beau Blevins](#)

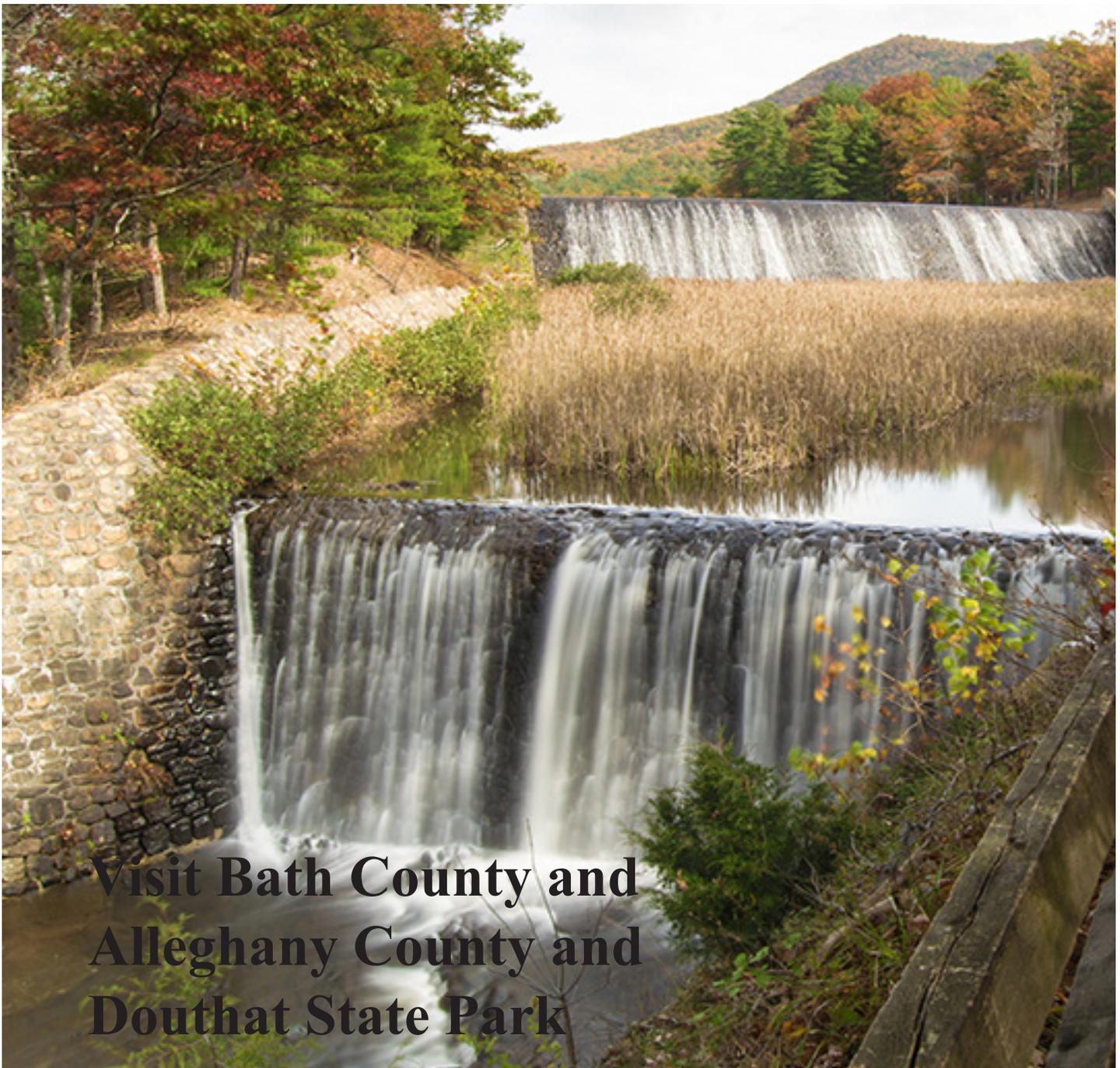


## Financial Facts

Long-term returns for U.S. public pensions are expected to drop to the lowest levels ever recorded, meaning deeper pain for states and localities as a \$1 trillion funding gap widens. Twenty-year annualized returns for public pensions are poised to decline to 7.47 percent once fiscal 2016 results are released according to an estimate from Wilshire Trust Universe Comparison Service. This will be the lowest ever annual mark recorded by Wilshire in the 16 years it has been tracking the statistic.

Near the height of the dot.com boom, pensions' 20-year return was 12.3 percent. The dip is intensifying debate over whether states and localities can continue to afford pension obligations. The drop in 20-year annualized returns is significant because officials who oversee these funds have long said that one or two bad years aren't as important as the long-term average and that they would earn enough money over decades to pay for retiree obligations. Every one-percentage drop in investment returns represents an increase of 12 percent in liabilities, according to the Center for Retirement Research.

VACo Contact: [Vicky Steinruck](#)



## Visit Bath County and Alleghany County and Douthat State Park

Douthat State Park opened June 15, 1936. It was one of the original six state parks of Virginia. The Douthat Land Company, a group of businessmen, donated the first portion of land — 1,920 acres. In 1933, the Virginia General Assembly allotted \$50,000 for the purchase of land for state parks, and the remainder of the present-day park was purchased with this money. Approximately 600 men from the Civilian Conservation Corps developed and constructed the majority of the modern-day park system between 1933 and 1942.

[Click here for more information.](#)





# Mark Your Calendars



## Applications now open for Virginia WWI and WWII Tourism Marketing Program

The Virginia Tourism Corporation (VTC) and the World War I and World War II Commemoration Commission (the Commission) recently announced that [applications](#) are now available for the Virginia World War I and World War II Tourism Marketing Program grants. These grants, administered by the Virginia Tourism Corporation, will assist Virginia communities and related WWI and WWII sites to market commemorative events, locations and destinations. VTC will partner with the Commission to implement the program.

The Commission was created by the General Assembly to plan, develop and carry out programs and activities to commemorate the 100th anniversary of WWI and the 75th anniversary of WWII.

The program's goal is to market Virginia as a year-round travel destination with historical and cultural attractions for regional and international travelers.

"We are fortunate in Virginia to have so many museums, historic sites, organizations and communities across the state that are developing programs to mark the anniversaries of World War I and World War II," said Delegate M. Kirkland Cox, Chairman of the Commission. "This is truly a statewide commemoration, and the grants will enable partners to join together to honor those who served and ensure that their inspiring stories live on for generations to come."

"These grants will help facilitate programs and events that will honor WWI and WWII veterans not only from Virginia, but across the country, as well," said Rita McClenny, president and CEO of Virginia Tourism Corporation.

**How to Apply:** [Applications are due on August 31, 2016.](#) Electronic submissions will not be accepted.



## JEFFERSON CUP AWARD

VACo seeks nominations for this year's Jefferson Cup Award to be presented at the November 13-15 Annual Conference. **The deadline for nominations is August 15.**

Please submit nominations to Dean Lynch at [dlynch@vaco.org](mailto:dlynch@vaco.org).

### Criteria established for award recipients

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

# VIRGINIA Rural Health Funding Summit

Telemedicine • Funding Opportunities • Infrastructure

September 23, 2016



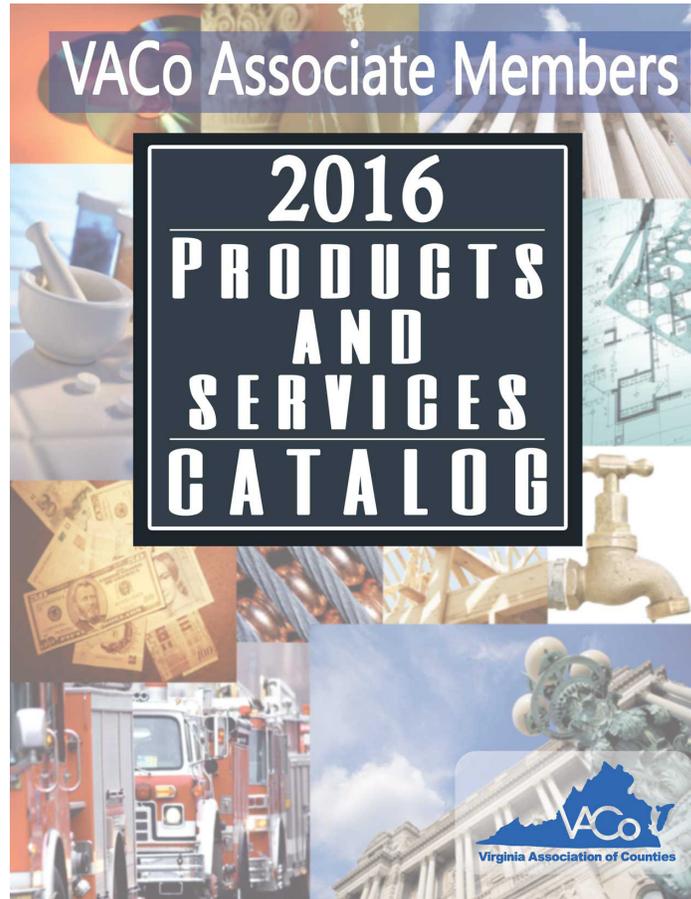
[VaRuralHealth.eventbrite.com](http://VaRuralHealth.eventbrite.com)

In collaboration with the U.S. Department of Health and Human Services and the Virginia Department of Health, the U.S. Department of Agriculture's Virginia Rural Development office will host the Virginia Rural Health Funding Summit. The event is being designed to identify IT and infrastructure funding needs of rural health care providers while connecting those providers with possible funding resources.

Our goal is to expand health funding to rural hospitals and clinics throughout Virginia. This collaborative event will assist in streamlining and improving the effectiveness of federal programs serving rural Virginia by helping rural health care providers leverage the full suite of USDA and HHS programs.

USDA Rural Development website: [rd.usda.gov/va](http://rd.usda.gov/va)

# VACo's 2016 Products and Services Catalog



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

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

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

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

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

[2016 Products and Services Catalog](#)

[VACo Associate Member Webpage](#)

[Associate Member Brochure and Application](#)



Article from [govtech.com](http://govtech.com)

The Digital Counties Survey is conducted in partnership with the National Association of Counties (NACo) annually in the spring: March-April. All United States counties are invited to participate in the survey, which examines the overall technology programs and plans of the county. The awards are presented during NACo's annual conference held each July.

## Digital Counties Survey 2016 – Winners Announced

by Janet Grenslitt / July 20, 2016

The Center for Digital Government (CDG) and the National Association of Counties (NACo) have announced the 2016 Digital Counties Survey winners. The survey, conducted by CDG in partnership with [NACo](http://NACo), identifies the best technology practices among U.S. counties, including initiatives that save tax dollars through newfound efficiencies; boost transparency, cybersecurity and engagement; or innovate through unique and exciting projects.

“Digital counties have evolved to recognize the value of technology, empower their tech leaders and use new ideas to make life better for everyone who lives and does business in the county,” said Todd Sander, executive director, CDG. “The Center for Digital Government congratulates this year’s winners for their work to innovate, improve transparency and proactively address citizen demands and expectations.”

“Modern technology allows counties across the country to innovate, providing citizens with smarter, more cost-effective services,” said NACo Executive Director Matthew Chase. “The Digital Counties Survey recognizes county innovations that truly benefit our communities and, by extension, America.”

This year’s first-place winners include:

**Wake County, N.C.** (500,000 or more population category): The county launched an open data portal to allow citizens and businesses access to a broad array of county data. The county also hired a data scientist to analyze disparate data sets and enable it to make more informed business decisions.

**Sonoma County, Calif.** (250,000-499,999 population category): The county’s technology group is fully engaged in supporting the county’s strategic goals, while an emphasis on open data creates citizen confidence in government and allows for meaningful discussions. Collaboration with other jurisdictions gives citizens access to all data from a single entry point.

**Arlington County, Va.** (150,000-249,999 population category): Arlington County reorganized its IT team into two areas – one focused on traditional IT support and one focused on innovation. The change resulted in several new technology initiatives, including new mobile apps and open data projects. The county also implemented a management structure composed of team leads (“team of teams”) to improve communications, goal sharing and production.

**Nevada County, Calif.** (up to 150,000 population category): Nevada County lost 28 percent of its staff during the recession. To offset the loss, the county implemented new technology to improve workforce productivity, enable citizen self-service offerings, and enhance organizational efficiencies.

[Click here to see how other Virginia counties fared.](#)

The Center for Digital Government thanks the underwriters for this year’s survey: [Accela](#) and [Laserfiche](#).

Contact: Janet Grenslitt, Director of Surveys and Awards [jgrenslitt@centerdigitalgov.com](mailto:jgrenslitt@centerdigitalgov.com)

## 2016 Holidays at The Executive Mansion

The Executive Mansion recently announced that the 2016 Holiday Tree theme is "Home for the Holidays." VACo is honored to once again be asked by the Mansion to assist in collecting local artisan-made, handcrafted ornaments from Virginia's localities!



Just last week, VACo contacted County Board Chairs and County Administrators and Managers by letter with the requirements (see below). The Executive Mansion is looking for a one-of-a-kind, handmade ornament from each county that portrays the county during the holidays. Check out the "Executive Mansion Holiday Tree Ornament Ideas" section in future editions of County Connections for tips on where to start!

Guidelines for the artist/artisan-crafted ornaments are:

- Each participating locality is asked to submit one holiday ornament
- The theme is the artist/artisan's choice, but we ask that it be something that uniquely represents your county
- The size of the ornament should be no larger than 6". Shape and material is up to the artist/artisan. The finished ornament should be sent along with the name of the locality and artist placed on the back of the ornament
- The artist/artisan should reside in or near the locality. As they may feature a children/ themed tree in the future, we ask that this year's ornaments be created by adults
- No purchased ornaments
- Deadline for submitting the ornament is November 1

Ornaments will be kept at VACo to decorate future holiday trees on display in our lobby.

Cities and towns are also participating in this event through the Virginia Municipal League.

Once complete, please send to VACo. Should you have any questions, please do not hesitate to contact Amy Sales at 804.788.6652 or [asales@vaco.org](mailto:asales@vaco.org).

Celebrate the holidays with Virginia's localities!

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

## Special event honoring former VACo Executive Director Jim Campbell

Join us for a special evening after the County Officials' Summit to honor Jim Campbell for his dedication to the organization. Jim retired on June 30 after being with VACo for 26 years.

On Thursday, August 18 from 5:30-7:30 p.m., VACo's Board of Directors will host a reception at the County Officials' Summit hotel (Four Points by Sheraton Richmond). This free event is open to all, but please RSVP to [asales@vaco.org](mailto:asales@vaco.org) to ensure adequate preparations are made. County Administrators and Board Chairs received an official invitation to share with your Board.

[Summit Registration](#) is now open, and more information can be found on our [website](#). Note that these are separate events. Check out the preliminary August 18-19 agenda [here](#).

Attendees and their guest can stay at the Four Points by Sheraton Richmond starting at \$89 per night by calling 804.323.1144 and asking for the VACo County Officials' Summit rate. Or you can make your reservation online using the [dedicated reservation webpage](#).

Come celebrate Jim's career with VACo!

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

## Annual Conference Update



There are less than two weeks until the VACo Annual Conference Registration Forms will be sent via email and available on our website. We are bringing back the tiered registration fee. Register early to save the most for your county!

Are several of your Board members and county staff planning to attend the conference? If so, consider participating in an independent team-building event. Register the group for the [VACo Golf Tournament](#). The cost is \$75 per participant. If you're staying at The Omni Homestead, enjoy after-dinner games in [Downtime](#), or a movie in [Homestead Theater](#), a [Historic Tour](#) of the hotel, or [Afternoon Tea](#) in the Great Hall, all of which are included in your resort fee and great opportunities to connect with your county companions.

As you and your county register for the conference, consider what your group would do in case of an emergency. How would your colleagues know that you are safe, or if you are 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.

You'll note on your registration that we ask for emergency contact information. This is something new that we are implementing into all of our events to make sure that if something happens, we can get in touch with someone close to you. Try to list someone who is not at the conference and also not an office person, in case something happens after office hours.

Stay tuned to County Connections and Conference Tips for details on new conference activities and information on specific conference events.

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

# Governing Institute Announces Women in Government Leadership Class of 2017

*King George County Supervisor Ruby Brabo among 25 new participants selected for the yearlong program designed to promote and support elected women leaders from across the nation*

WASHINGTON, D.C. – August 2, 2016 – The United States is one of the worst-performing developed countries in the world when it comes to the number of women in politics. Since 2000, the nationwide percentage of [women in state legislatures has stagnated](#), and the 2010 election saw a [decline in the number of women in Congress](#). In an effort to help encourage and support women in government, the Governing Institute announced the 25 members of the Women in Government Leadership Program Class of 2017, including King George County Supervisor Ruby Brabo and Delegate Eileen Filler-Corn.

Governing Institute’s [Women in Government Leadership Program](#) brings together outstanding elected women leaders from across the nation to acknowledge their contributions, provide leadership development and mentor the next generation of women leaders to run for office. The first two classes completed their yearlong curricula in 2015 and 2016, respectively. The 50 alumnae of the program are now “paying it forward” recruiting women candidates around the U.S.

“The issue of parity is important for women, for families, for our economy and for the country. We are woefully behind other nations in terms of gender equality,” said Cathilea Robinett, president of [Governing](#) and [e.Republic](#). “Women at the state and local level need and deserve our support, which is why we launched the Women in Government Leadership Program. Our goal is to build a powerful, national network of state and local elected women leaders.”

Over 125 women were nominated for the Class of 2017. The class was selected based on career and educational accomplishments, recommendations, a commitment to actively participate and the goal of seating a diverse class in a number of categories. Each class also includes one rising star, a young woman not yet serving in elected office, but with the interest and potential to run in the future.

The first member of the Class of 2017, [California State Sen. Holly Mitchell](#), was selected last month as the State Legislative Leaders Foundation (SLLF) Lois M. DeBerry Scholar. The annual scholarship acknowledges the pioneering work of Rep. DeBerry of Tennessee and encourages recipients to carry the spirit of leadership forward in support of women in elected office as Rep. DeBerry did for 41 years in the Tennessee House of Representatives.

“The women in the Class of 2017 are among the most influential and devoted elected leaders in state and local government,” said Julia Burrows, director of the Governing Institute. “Each year, the program adds to a national collaborative, with 25 new members who establish deep friendships, support their respective campaigns and recruit future female candidates. The common goals of gender parity and better governance forge a bond that rises above partisanship and will pay dividends for literally generations into the future.”



## Women in Government Leadership Program Class of 2017

**The Honorable Diane Allen**  
New Jersey State Senator

**The Honorable Teresa Jacobs**  
Mayor, Orange County, Florida

**The Honorable Evelyn Sanguinetti**  
Illinois Lieutenant Governor

**The Honorable Megan Barry**  
Mayor, Nashville, Tennessee

**The Honorable Merceria L. Ludgood**  
Commissioner, Mobile County, Alabama

**The Honorable Hillary Schieve**  
Mayor, Reno, Nevada

**The Honorable Ruby Brabo**  
Supervisor, King George County, Virginia

**The Honorable Lydia L. Mihalik**  
Mayor, Findlay, Ohio

**The Honorable Chelsa Wagner**  
Controller, Allegheny County, Pennsylvania

**The Honorable Cynthia I. Cloud**  
Wyoming State Auditor

**The Honorable Holly J. Mitchell**  
California State Senator  
*SLLF Lois M. DeBerry Scholar*

**The Honorable Betty T. Yee**  
California State Controller

**The Honorable Suzanne Crouch**  
Indiana State Auditor

**The Honorable Cherelle L. Parker**  
Councilwoman, Philadelphia, Pennsylvania

**Nicole Cid**  
Deputy District Attorney, Placer County, California  
*Rising Star*

**The Honorable Debra M. Davis**  
Commissioner, Charles County, Maryland

**The Honorable Deb Peters**  
South Dakota State Senator  
The Honorable Toni Preckwinkle  
Board President, Cook County, Illinois

Each class is chosen from nominations submitted online at [www.governing.com/wig](http://www.governing.com/wig). Women must be elected to a state or local office and not on the ballot or running unopposed during the program year.

**The Honorable Karen Freeman-Wilson**  
Mayor, Gary, Indiana

**The Honorable Julie Stokes**  
Louisiana State Representative

The 25 women in the program’s new class will be profiled in the February 2017 issue of *Governing* magazine and will participate in Governing events throughout the coming year. The Class of 2017 will gather for its first leadership conference November 13-14 in Chandler, Arizona.

**The Honorable Cindy Hyde-Smith**  
Mississippi Commissioner of Agriculture & Commerce

**The Honorable Crystal Rhoades**  
Nebraska Public Services Commissioner

**The Honorable Tameika Isaac Devine**  
Councilwoman, Columbia, South Carolina

**The Honorable Nily Rozic**  
New York State Assemblywoman

# employment opportunities



Employment ads are edited due to space considerations. Visit [www.vaco.org](http://www.vaco.org) to view the full versions. Click on the County Employment link on the menu bar.

**DEPUTY ZONING ADMINISTRATOR | James City County**

\$41,018/year or, higher DOQ + Full-Time County Benefits. James City County Zoning and Community Development are seeking an individual to perform advanced work assisting in the organization and direction of the enforcement of the County's zoning ordinance and reviewing and interpreting voluntary proffers, special use permit conditions, and other related permits. Accepting applications until August 12, or until position is filled whichever comes first. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at [jobs.jamescitycountyva.gov](http://jobs.jamescitycountyva.gov).

**ADMINISTRATIVE MANAGER | Chesterfield County**

Deadline: 5pm August 11. Assist County Library with the planning and organization of staff assignments. Develop, implement and maintain administrative procedures. Assist with the preparation and monitoring of the operating, capital and grant-based budgets as assigned. Monitor revenues and expenditures to ensure sound fiscal control. A Chesterfield County application is required and must be submitted online by deadline. Visit [careers.chesterfield.gov](http://careers.chesterfield.gov) to view instructions and to complete and submit an application. 804.748.1551.

**TOWN MANAGER | Town of Pearisburg**

This position will be responsible for the general management of the administrative affairs and work of the Town, implementing service programs including water and sewer, planning and zoning, economic development, preparation of budgets, reports and proposals for the Town Council as needed. Please go to [www.pearisburg.org](http://www.pearisburg.org) for more details and minimum qualifications on the job position. Salary for the position ranges from \$70,000 to \$80,000 DOQ. The salary is negotiable and based on experience and qualifications.

The position is supplemented by an excellent benefits package. A budget is provided for Town Manager professional dues and conference expenses. Position to remain open until filled. First review of applications to take place September 15. To be considered please submit a cover letter, application, resume with salary history and requirements along with four professional references to the Town of Pearisburg, Attention: Regina Harless, 112 Tazewell Street, Pearisburg, VA 24134 or submit by email to Regina Harless, Town Clerk at [rharless@pearisburg.org](mailto:rharless@pearisburg.org) 540.921.0340 An application can be downloaded from [www.pearisburg.org](http://www.pearisburg.org).

**COMMUNITY SCHOOL SITE SUPERVISOR | Gloucester County**

Under general supervision, performs part-time work in supervising afternoon and evening use of community school sites through the Department of Community Education. Employee is responsible for overseeing facility use, ensuring safe and responsible use by all program participants, serving as liaison with program leaders/instructors and school custodians and securing facilities. Employee must exercise considerable tact and courtesy in frequent contact with the school staff, general public and program participants. Reports to the Director of Community Education. For complete job descriptions and to apply please visit: [www.gloucestervajobs.com](http://www.gloucestervajobs.com).

**BUILDING OFFICIAL | Sussex County**

Under the direction of the Director of Community Development, the Building Official performs complex supervisory and technical work managing the Building Inspections Office by administering and enforcing the Virginia Uniform Statewide Building Code (USBC) and the Commercial and Residential International Building Codes (IBC). A complete job description is available on the Sussex County website [www.sussexcountyva.gov](http://www.sussexcountyva.gov). To apply, submit a letter of interest, detailed resume, Virginia State application (Form DPT Form 10-012, Rev.10/99) and professional references to Shilton R. Butts, Assistant to the County Administrator, County of Sussex, Post Office

Box 1397, Sussex VA 23884 or via email to [sricks@sussexcountyva.gov](mailto:sricks@sussexcountyva.gov). Hiring Salary Range: \$57,500 to \$64,500 annually. POSITION OPENED UNTIL AUGUST 11.

**MAINTENANCE TECHNICIAN | Frederick County**

Perform maintenance and minor repairs of heating, ventilation, and air conditioning (HVAC) systems; Perform minor electrical and plumbing repairs; Inspects, maintains and performs minor repairs of the Detention Center's power generation systems; Installs and repairs both mechanical and automated lock and high security control systems; Public Safety Application must be completed, in full, for position consideration; Salary Range: \$32,300 - \$51,700, dependent on experience and/or qualifications; Position will remain open until filled. Public Safety Application available on our website: [www.fcva.us/jobs](http://www.fcva.us/jobs). Only applicants selected for interview will be contacted.

**ECONOMIC DEVELOPMENT SPECIALIST | Prince Edward County**

Duties will include a wide variety of activities to promote Prince Edward County's value as a business location. Bachelor's degree from an accredited college or university with major course work in planning, public administration, marketing, business administration, economics or closely related field. Application deadline is Friday, August 26 at 4 p.m. A resume, letter of interest and County application should be submitted to: County Administrator's Office, P.O. Box 382, 111 South Street, 3rd Floor, Farmville, VA 23901. County applications and a complete job description are available on the County's web site at [www.co.prince-edward.va.us](http://www.co.prince-edward.va.us) or in the Prince Edward County Administrator's Office. TEL: 434.392.8837

**COMMUNITY SERVICE BOARD DIVISION DIRECTOR | Hanover County**

\$83,303 - \$95,795. Washington Highway, Ashland, VA. This is an advanced professional position. The incumbent performs complex tasks to supervise and manage all customer service, accounting,

reimbursement, information technology and facility management functions for the County's Human Service departments. The incumbent reports to the Department Head of both the Community Services Board and Department of Social Services and supervises the Business Operations Team. The incumbent serves on the executive team of both agencies. ALL INTERESTED APPLICANTS MUST VISIT [WWW.HANOVERCOUNTYJOBS.COM](http://WWW.HANOVERCOUNTYJOBS.COM) TO APPLY.

**UTILITY TECHNICIAN - ELECTRICAL MECHANICAL | Hanover County**

The incumbent will be performing routine repairs and preventive maintenance on water and wastewater utility electrical/mechanical equipment; repairing and installing electrical/mechanical equipment as needed; and maintaining records. This position is part of a career development program. Familiarity with the equipment and techniques necessary to perform assigned work tasks, preferred. HS diploma or equivalent required, related experience preferred. Hiring range \$26,729 - \$48,000 plus benefits. For more information and to apply, visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6075 (TDD # 365.6140).

**PSYCHIATRIC NURSE (INTENSIVE COMMUNITY TREATMENT) | Hanover County**

Looking for a position with NO WEEKEND or ON-CALL WORK! 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 via a creative PACT-like program. The (ICT) Intensive Community Treatment offers a great opportunity to practice your clinical counseling and other psychiatric nursing skills while providing a full range of psychiatric nursing, support, and outreach services to individuals served by rural interdisciplinary team. For more information and to apply please visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6075 (TDD# 365.6140).

**COUNTY ATTORNEY | Spotsylvania County**

The Spotsylvania County Board of Supervisors seeks a skilled and experienced Attorney to lead the County Attorney's Office in meeting the varied challenges of a fast-paced, high-volume local government practice in a growing community. Spotsylvania County (400+ sq. mi., +/- 125,000 citizens) is located on the I-95 corridor just south of the Rappahannock

River, equidistant between Washington, D.C. and Richmond, VA. Submit an online County employment application, resume, and writing sample at [www.spotsylvania.va.us](http://www.spotsylvania.va.us). Salary is \$150,000+ commensurate with qualifications. Deadline August 15.

**CS THERAPIST III, HORTICULTURAL THERAPY PROGRAM | Prince William County**

POSITION #: 167015. DEPARTMENT: COMMUNITY SERVICES. SALARY: \$61,405 - \$104,247. CLOSING DATE: August 8. Prince William County Community Services Horticultural Therapy program is seeking qualified applicants to fill a full-time CS Therapist III position. Successful applicants will have experience providing clinical supervision to subordinate staff providing services to seriously mentally ill adults in a Horticultural Therapy Program or horticultural-related business. Successful candidates will have knowledge of the Recovery Model practices, running psycho-educational groups, skill based teaching of pre-vocational and independent living skills, horticultural therapy practices and activities, collaborating and coordinating with primary treatment provider and have knowledge and experience providing services to seriously mentally ill adults, and SMI. For a complete job description and to apply on-line please visit our website: <https://www.governmentjobs.com/careers/pwcvgov>.

**SAFETY, SECURITY & TRAINING COORDINATOR | James City County**

\$40,000-\$55,000/year DOQ + Full-Time County Benefits. Williamsburg Area Transit Authority (WATA) is seeking an experienced individual to perform a key role in implementing and coordinating WATA safety, security, and training procedures, processes, and programs to assist with providing safe transportation and excellent customer service to residents and visitors of the Williamsburg area. As a member of our team, you'll play a vital role in a public transit system that provides over 1 million trips per year, connecting people to jobs, school, shopping, recreational activities, and more. Accepting applications until position is filled. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at [jobs.jamescitycountyva.gov](http://jobs.jamescitycountyva.gov).

**THERAPEUTIC RECREATION LEADER | James City County**

\$19,855/year; Full-Time/Temporary position + partial benefits. Parks & Recreation is seeking an individual to assist

in overseeing, organizing, and planning before and after school and Summer programs for the inclusion of persons with disabilities. The successful applicant will have knowledge of diverse types of disabilities and be able to communicate effectively; work collaboratively with teachers and parents of those with disabilities; convey a positive attitude towards others; and have the ability to solve problems creatively. Accepting applications until August 18 or until positions are filled, whichever comes first. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at [jobs.jamescitycountyva.gov](http://jobs.jamescitycountyva.gov).

**DIRECTOR OF FINANCIAL SERVICES | Goochland County**

Goochland County's next Director of Financial Services will inherit a fiscally sound local government with a AAA bond rating. The Financial Services Director will provide financial leadership, advice, and consultation to shape the County for decades to come. The hiring salary range is expected to be \$93,000 - \$129,000 depending on qualifications. An online Goochland County Employment Application is required for consideration of this position and is available at [www.goochlandva.us/231/Employment-Opportunities](http://www.goochlandva.us/231/Employment-Opportunities). The position will be opened until filled. A pre-employment drug screen and background investigation will be required.

**DEPUTY DIRECTOR DEPARTMENT OF HUMAN SERVICES | City of Newport News**

The Deputy Director is responsible for developing and administering programs and systems to support and promote high performance strategies and meeting organizational needs, vision and values. Supervises and administers budget preparation, monitors expenditures, staff development and training and succession planning, performance management, employee relations, prioritizes and assigns work and related activities. Advises and assists with establishing and implementing internal departmental organization and management systems. Establishes systems for ensuring City and departmental procedures are appropriately administered. Assists with strategic planning, research, studies and special projects. The salary range for this position is \$72,592 - \$129,377. To view additional information and to apply, please visit [va-newportnews.civicplushrms.com/CareerPortal/Jobs.aspx](http://va-newportnews.civicplushrms.com/CareerPortal/Jobs.aspx) before August 11.

**PARK AIDE-WORK AS REQUIRED | Gloucester County**

Part-time Limited Hours: No set number of hours per week; hours and days worked may vary from week to week and will include holidays and weekends.

Under general supervision, performs a wide variety of tasks in the day-to-day operation and maintenance of the County parks to provide a safe environment for visitors; performs related work as required. For a more detailed job description and how to apply visit [www.gloucesterva.jobs](http://www.gloucesterva.jobs).

**GYMNASTIC ASSISTANT-WORK AS REQUIRED | Gloucester County**

Gymnastic Assistant – Work As Required Parks & Recreation is seeking a qualified individuals to work-as-needed. This position is open until filled; review of applications will begin immediately. Under general supervision, assists in the instruction of gymnastics skills in classes and camps. Assists with evaluating students' skill level and progress. Assists with the inspection, set-up and take down of gymnastic equipment. For a more detailed job description and how to apply visit [www.gloucesterva.jobs](http://www.gloucesterva.jobs).

**UTILITY WORKER I, II OR III-DISTRIBUTION | Gloucester County**

This position is open until filled. Review of applications will begin immediately. Under general supervision performs specialized semi-skilled work and manual labor repairing and replacing water mains and water lines. A variety of procedures, equipment, and heavy machinery are used to maintain, repair and install water and sewer lines, water meters, valves, and servicing water hydrants. For a more detailed job description and how to apply visit [www.gloucesterva.jobs](http://www.gloucesterva.jobs).

**SENIOR REVENUE SPECIALIST | Gloucester County**

Under limited supervision, performs specialized technical, clerical, and public contact work in the discovery, analysis and processing of property assessments and state income and estimated tax returns. For a more detailed job description and how to apply visit [www.gloucesterva.jobs](http://www.gloucesterva.jobs).

**MAINTENANCE SUPERVISOR-CUSTODIAL | Gloucester County**

Under general supervision, performs administrative and supervisory work directing the operation and maintenance of County buildings and facilities. Employee is responsible for planning, scheduling, supervising, participating in, and inspecting

the work of departmental employees engaged in the custodial maintenance of County buildings and facilities. For a more detailed job description and how to apply visit [www.gloucesterva.jobs](http://www.gloucesterva.jobs).

**LICENSED PRACTICAL NURSE | Frederick County**

The incumbent performs basic and intermediate medical evaluations, physical examinations, and assessments of the inmate population. Provides daily nursing, first aid, and emergency medical care and treatment in accordance with Physician approved protocols. Conducts daily nurse sick call. Administers medications, to include injections in accordance with the Medical Director's orders. Controls, issues, and monitors the use of medications in accordance with the Code of Virginia. Salary Range:\$36,800-\$58,800 DOE/DOQ; NRADC Application with resume must be submitted. NRADC Application required and available online at [www.fcva.us/jobs](http://www.fcva.us/jobs). Only applicants selected for interview will be contacted. Position is open until filled.

**DIRECTOR OF PLANNING AND COMMUNITY DEVELOPMENT | Essex County**

Status: Full time, Salary – \$50,311.83 - \$85,530.11, Grade 116, with benefits. This individual will also serve as the County's Zoning Administrator and Subdivision Agent. The incumbent will administer the subdivision ordinance, site plan requirements and conditional use permit procedures. The Director will also review subdivision plans and recommend improvements in proposed design on plats. For more information please contact Pam Smith, Interim County Administrator, at 804.443.8155 or visit our Website at <http://www.essex-virginia.org/county-government/employment>. To be considered, a completed Essex County employment application is required and may be obtained online at the County's website. Completed applications, along with a resume' and cover letter, should be submitted to Pam Smith, P. O. Box 1079, Tappahannock, VA 22560. Open to all applicants July 21–August 21. First consideration will be given to applications received by August 21, 2016. Open until filled.

**ENVIRONMENTAL SERVICES RECYCLING MANAGER | Fauquier County**

Local government opportunity with excellent benefits package! Make a difference in your community! APPLY TODAY! Performs intermediate professional and administrative work identifying,

researching, and recommending recycling alternatives; maintains customer-friendly, safe and efficient collection and recycling services; assures high quality of recycled commodities to maximize marketing value; does related work as required. Work is performed under occasional supervision. Position is considered essential personnel. For more information & to submit your application please visit <https://eportal.fauquiercounty.gov>.

**CHIEF ACCOUNTANT | City of Charlottesville**

The starting hiring range is \$52,933.92 to \$83,909.28 annually. Under limited supervision and a high degree of independence, plans, and coordinates the activities of a professional accounting staff engaged in the performance, analysis, and review of highly complex, diversified accounting tasks for the City. Works with Accountants throughout the city to ensure that accounting of the City's finances are conducted according to Generally Accepted Accounting Principles while meeting the standards of reporting by the Government Accounting Standards Board. Applications are only accepted online at [www.charlottesville.org/jobs](http://www.charlottesville.org/jobs). CLOSING DATE: August 12. For more information, please contact: City of Charlottesville, Department of Human Resources, P. O. Box 911, 605 East Main Street, Charlottesville, VA 22902. 434.970.3490. [hr@charlottesville.org](mailto:hr@charlottesville.org).

**SENIOR ASSISTANT TO THE DISTRICT SUPERVISOR(CHIEF OF STAFF) | Prince William County**

POSITION # 896285. \$49,978-\$84,825. CLOSING DATE: Continuous. Supervisor Frank J. Principi, Woodbridge Magisterial District Supervisor on the Prince William Board of County Supervisors is recruiting for the Senior Assistant Position (Chief of Staff). Work in this position is performed under general supervision of the District Supervisor. This position is a political appointment. The successful candidate will be comfortable in an environment of electoral politics, and will be able to function with the sensitivity and discretion needed in such an environment. This position is about policy, people, and budget in a political climate. The successful candidate would serve at the pleasure of the District Supervisor, and employment is coterminous with the District Supervisor's term (December 2019). For a complete job description and to apply on-line please visit our website: <https://www.governmentjobs.com/careers/pwcvgov>.



#### **Executive Committee**

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

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

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**Director of Association Services:** Amy V. Sales, CMP

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**Director of Intergovernmental Affairs:** Beau Blevins

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

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

**Administrative Assistant:** Valerie Russell

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

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

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