

# COUNTY CONNECTIONS

The Newsletter of the  
Virginia Association of Counties

January 4, 2016



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## VACo analyzes Governor's proposed biennium budget



By Jim Regimbal | Fiscal Analytics

Governor Terry McAuliffe introduced a revised FY 2016 and new FY 2016-2018 biennium budget proposal on December 17. A total of \$592 million in increased FY 2016 revenues were available due mostly to a higher base from the FY 2015 surplus. The FY 2016 revised budget also included net new General Fund (GF) spending of \$171 million – primarily for \$167 million in unanticipated Medicaid utilization and inflation and \$18 million in Children Services Act (CSA) spending. After adjusting for the new proposed spending, a \$426 million GF balance forward is available to spend in the FY 2016-2018 biennium.

Spending in the FY 2016-2018 biennium is proposed to increase by almost \$2.8 billion GF over the revised base budget spending in FY 2016 of \$18.9 billion. While this may seem large, GF resources underlying the proposed budget are forecast to increase by a relatively modest 2.8 percent in FY 2016, 2.9 percent in FY 2017 and 3.6 percent in FY 2018. In addition, the proposed resources available over the next three years have been decreased by \$841 million due to a number of forecast adjustments and policy changes. The largest reduction is a \$564 million adjustment equal to 1 percent forecast each year to conservatively reduce income tax non-withholding collections currently growing above prior trend levels. Other major policy proposals include a \$64 million corporate income tax rate reduction from 6 percent to 5.75 percent; the partial removal of the accelerated sales tax payment requirement (\$64 million); an increase in the personal income tax exemption from \$930 to \$1,000 (\$42 million); and \$30 million in various economic development tax incentives.

The relatively conservative revenue growth forecast and policy adjustments resulted in the ability of the Governor to propose only modest changes in general fund spending for the 2016-18 GF budget. In addition, it is likely that the General Assembly will reject the Governor's proposal to expand Medicaid through the use of a hospital provider tax. This would eliminate \$160 million in savings dedicated to: the corporate tax reduction and personal exemption increase (\$106 million); the Growth and Opportunity Fund (\$12.9 million); the Global Genomics and Bioinformation Research Institute (\$16 million); the Massey Cancer Center (\$8.5 million); the Department of Social Services Unisys mainframe (\$6.7 million); the Commonwealth Center for Advanced Manufacturing (\$4 million); and the Jamestown-Yorktown Foundation (\$3 million).

[Click here to read the rest of Regimbal's analysis.](#)

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

# VACo County Supervisors' Forum

**January 8-10, 2016  
Richmond Marriott Short Pump**



[Registration Form](#)

[Register Online](#)

[Preliminary Agenda](#)

[Richmond Marriott Short Pump](#)

VACo Supervisors' Forum is here! Starting Friday evening, January 8 through noon on Sunday, January 10, newly elected and incumbent supervisors, along with county administrators, will gather for a crash course in topics they will face while in office.

Attendees will hear from area experts, including state representatives and peers. It's the perfect introduction to the role of a supervisor and what VACo does for Virginia's counties. It is also an opportunity to meet new folks and foster new partnerships across the state.

[See Preliminary Agenda here.](#)

There is still time to register by filling out our [registration form](#) and faxing it to 804.788.6652. The cost is \$295 for attendees, which includes materials, training and meals, or \$150 for guests for meals only. Lodging costs are not covered in the registration fee. Room reservations can be made by contacting Richmond Marriott Short Pump directly at 804.965.9500.

This program is only offered every two years, so make sure not to let this opportunity pass! Whether you are newly elected or long time supervisor, consider bringing other Board members for a weekend of education.

**VACo Contacts:** [Larry Land, CAE](#) | [Amy V. Sales, CMP](#)

## Key VACo 2016 Dates

### VACo Executive Committee Meeting

January 6 | VACo Headquarters | Richmond

### VACo/VML Finance Forum

January 6 | Hilton Richmond Downtown | [Register Online](#)

### Supervisors' Forum

January 8-10 | [Richmond Marriott Short Pump](#) | [Registration Form](#) | [Register Online](#) | [Preliminary Agenda](#)

### General Assembly Convenes

January 13 | Richmond

### Rural Caucus Reception and Dinner

February 10 | [Omni Richmond Hotel](#)

### VACo Board of Directors Meeting

February 11 | [Omni Richmond Hotel](#)

### VACo County Government Day at the General Assembly

February 11 | [Omni Richmond Hotel](#) | [Registration Form](#) | [Register Online](#)

### Chairpersons' Institute

February 12-13 | [Omni Richmond Hotel](#) | [Registration Form](#) | [Register Online](#)

### NACo Legislative Conference

February 20-24 | Marriott Wardman Park | Washington, D.C.

### Certified County Supervisors Program

March 11 and April 22 | Albemarle County | [Registration Form](#)

### VACo Board of Directors Meeting

May | Surry County

### Certified County Supervisors Program

June 10 and July 29 | Location TBA

### NACo 2016 Annual Conference & Exposition

July 22-25 | Los Angeles County | Long Beach, CA

### VACo County Officials Summit

August 18-19 | TBA

### VACo Board of Directors Meeting

August 19 | TBA

### Certified County Supervisors Program

September 16 and November 12 | Location TBA and The Omni Homestead

### VACo 82<sup>nd</sup> Annual Conference

November 13-15 | The Omni Homestead

### VACo Board of Directors Meeting

November 13 | The Omni Homestead

## LOUISA COUNTY APPOINTS DIRECTOR OF PARKS RECREATION & TOURISM

The County of Louisa is pleased to announce the appointment of James A. Smith, Jr. as Director, Parks Recreation & Tourism. Smith, who served in the position from 2002-2007, will rejoin the County team in mid-January.

James' leadership and professional experience has enabled him to grow both professionally and personally," said County Administrator, Christian Goodwin. "We are fortunate to have him return to Louisa and bring that background to this position."

Smith brings more than 11 years of experience including successive senior-level positions in planning, developing and leading operations and capital projects in both the public and private sector. His most recent position was at Humana in the position of Stakeholder Engagement Consultant. James formerly held the role of Executive Director at the YMCA of Greater Richmond, and has a B.A. in Communications from the University of Richmond.

"I congratulate James on his appointment as Director, Parks Recreation & Tourism. His knowledge and experience will benefit Louisa as we continue to enhance existing programs and create new opportunities for the betterment of the County," said Board of Supervisors Chairman Tommy Barlow. "James has proven his capabilities, and we are pleased to have him return in this role."

"I'm both honored and humbled to once again serve as the Director of the Parks, Recreation & Tourism Department in Louisa County. I look forward to the opportunity to positively impact my hometown," said Smith.



## Hefty, Wiley & Gore hire Eric Gregory



Eric Gregory, Esq. has joined Hefty, Wiley & Gore, P.C. in Richmond.

Eric's practice will focus on legal representation of local and regional governmental entities. He will also assist clients with legislative, regulatory and policy matters before state and federal agencies.

Eric has previously served as county attorney for the Counties of King George and Powhatan and as an Assistant Virginia Attorney General.

## Financial Facts



GASB has issued Statement No. 79 addressing certain external investment pools and pool participants. The statement requirements are effective for reporting periods beginning after June 30, 2015, except for certain provisions on portfolio quality, custodial credit risk and shadow pricing which are effective for reporting periods beginning after December 31, 2015.

This statement will enhance comparability of financial statements among governments by establishing specific criteria used to determine whether a qualifying external investment pool may elect to use an amortized cost exception to fair value measurement.

The criteria will provide qualifying external investment pools and participants in those pools with consistent application of an amortized cost-based measurement for financial reporting purposes that approximates fair value and mirrors the operations of external investment pools that transact with participants at a stable net asset value per share.

VACo Contact: [Vicky Steinruck, CPA](#)

## CSA Governance Workgroup Issues Final Report

On December 7, the workgroup charged to make recommendations about the governance responsibilities of the State Executive Council (SEC) in respect to the Children’s Services Act (CSA) issued its final report to the General Assembly. [The report can be found here.](#)

As directed by the General Assembly, the workgroup met several times in 2015 to review and make recommendations concerning certain aspects of the manner in which the SEC carries out its governance responsibilities with regard to CSA. (For the specific language concerning the work group’s activity, please see Chapter 665, Item 278.E. of the Appropriation Act. This language can be found at <http://lis.virginia.gov/151/bud/hb1400chap.pdf> on page 255 of the document.)

Many of the recommendations in the report are already being acted upon, including legislation to amend the membership of the SEC and the State and Local Advisory Team (SLAT) and a draft process for ensuring transparent and thoughtful public participation in the policy making activities of the SEC.

VACo supports the recommendations reflected in the report and appreciates the service of supervisors Charlotte Moore (Roanoke), Brenda Ebron-Bonner (Dinwiddie) and Steve Walker (Culpeper) on the workgroup.

VACo Contact: [Beau Blevins](#)

## MPI Virginia’s newest CMP - Amy (Vealey) Sales

By [Brandon Johnson](#) | Director of Member Care - Virginia Chapter of Meeting Professionals International

**Amy (Vealey) Sales, CMP** | VA Association of Counties

**Job Description:** I organize VACo’s education function by planning all association meetings, both in and out of house – about 20 per year. We have about six standard meetings per year, with several independent educational meetings that occur quarterly, as well as regional meetings throughout the year. I also provide some office support functions, such as supplies ordering, marketing and editing assistance, and work with the legislative team during session.

**Best thing about job:** The people! Getting to know folks all around the state whether it be members, citizens, or service providers, I’ve really come out of my shell with this job! Also, how organized you have to be to do this job well. I get a kick out of seeing it all come together at the end and giving myself a high five!



**Volunteer positions:** VAMPI Star Volunteer Program Team, VSAE Expo Committee, Virginia Sexual and Domestic Violence Action Alliance Finance Committee

**Event horror story:** If no one noticed, I’m not telling!

**Hobbies:** Walking around the beautiful city where I live (Richmond) and cooking

**Husband/Wife/Kids/Pets:** I got married yesterday, December 13, 2015! I am now Amy Sales! My “son,” who some would say is a cat, is Tux. He’s a tuxedo kitty, and we’ve been together for about fifteen years. He knows all of my secrets!

**Pet Peeve:** People who don’t wave when you let them into traffic

Spotlight on Northumberland County



Northumberland County was incorporated in 1648, and is considered the “Mother County” of the Northern Neck. Situated on the banks of the Potomac River with frontage on the Chesapeake Bay, Northumberland’s ample shorelines provide entertainment for kayakers, canoeists and birding enthusiasts. Northumberland County has two water trails: Cockrell Creek and Coan River, which are available at [northernneck.org/parks-nature-trails](http://northernneck.org/parks-nature-trails). There are two historic districts in Northumberland: the county seat in Heathsville, and the village of Reedville. Reedville’s Main Street boasts a stretch of Victorian homes built by menhaden ship captains during the industry’s heyday.

Reedville Fishermen’s Museum interprets the history of the menhaden fishery in Reedville, and has several vessels for education and events.

In Heathsville is Rice’s Hotel/Hughlett’s Tavern, a café and heritage arts and artisan center with textiles, basketry, jewelry and more. The Tavern has working heritage guilds which give classes on blacksmithing, carpentry, spinning, weaving, and other heritage crafts. The Northern Neck Farm Museum, between Heathsville and Burgess, has Farm-to-Table dinners, sawmilling workshops, and farming events that celebrate the history of agriculture and forestry in the five-county Northern Neck.



Rice’s Hotel/  
Hughlett’s  
Tavern

Oyster growing is an increasing industry in Northumberland County with more oyster seed companies than stoplights in the area. Northumberland County is part of the Northern Neck Artisan Trail and Virginia Oyster Trail, and a segment on the Potomac Heritage National Scenic Trail. Recreational and commercial fishing are mainstays of the local economy with Omega Protein operating a menhaden processing plant in Reedville. A fishing reel manufacturer, Truth Reels, located in Burgess, produces a lifetime-guaranteed fishing reel, and adds diversity to the local economy.



Captain Danny Crabbe of Fat-n-Happy Oyster Company prepares oysters for harvest on the Little Wicomico River



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



**Mark Your Calendars**

**Join us for the VACo Chairpersons' Institute**



**February 12-13, 2016  
Omni Richmond Hotel**

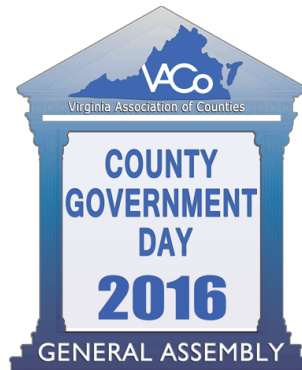
**The Institute:** Virginia Association of Counties offers the County Board Chairpersons' Institute to Board Chairs to focus on the specific roles of that position, including meeting management, internal and external communications, work relationships, leadership, and goal setting. An overview of county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

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

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

**VACo County Government Day**

**February 11, 2016  
Omni Richmond Hotel**



[Registration Form](#)

[Register Online](#)

[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](#)

**Join a VACo Steering Committee**

VACo seeks county supervisors and executive staff interested in serving on steering and operational committees. The steering committees consider proposals from member counties for inclusion in VACo's legislative program.

Steering Committees also provide direction to the VACo staff on policy issues arising from legislative and state agency studies. Steering committee members from VACo's 13 regions are selected to serve.

The operational and ad-hoc committees are responsible for helping direct the staff in the activities, programs and functions of VACo.

County officials who serve on committees need to submit an interest form by December 31 to be reappointed to a committee in 2016.

[Click for Committee Interest Form.](#)

**VACo Committee Interest Form**

**VACo**  
Steering  
Committees  
2016

VACo seeks county supervisors and executive staff interested in serving on steering and operational committees. The steering committees consider proposals from member counties for inclusion in VACo's legislative program. They also provide direction to the VACo staff on policy issues arising from legislative and state agency studies. Steering committee members from VACo's 13 regions are selected to serve.

The operational and ad-hoc committees are responsible for helping direct the staff in the activities, programs and functions of VACo.

Attendance will be expected of committee members at the VACo Annual Meeting, and other committee meetings during the year. VACo asks that committee members of the counties they represent assume responsibility for travel arrangements and costs associated with steering committee meetings. Appointments are made each year by the president of VACo. If you are interested in being considered for an appointment, complete this form and return it by December 31, 2016 to VACo-Herndon, 1021 East Main Street, Suite 200, Herndon, VA 22043-3027. Tel: 804.785.0283, or scan and e-mail to [info@vacoco.org](mailto:info@vacoco.org)

**County officials who serve on committees need to submit this form by December 31 to be reappointed to a committee in 2016.**

name \_\_\_\_\_

title \_\_\_\_\_ county \_\_\_\_\_

address \_\_\_\_\_

phone \_\_\_\_\_ e-mail \_\_\_\_\_

<b>STEERING COMMITTEES</b>	<b>OPERATIONAL COMMITTEES</b>
<input type="checkbox"/> Economic Development and Planning	<input type="checkbox"/> Budget and Finance
<input type="checkbox"/> Education	<input type="checkbox"/> Conference Planning
<input type="checkbox"/> Environment and Agriculture	

news from our associate members



Network

Vulnerability Testing to Ensure Cybersecurity Should Be 2016 Priority

By Jay Atkinson | AIS Network CEO

With cyberattacks on county and municipal governments on the rise, protecting your county website and other public communication systems from malicious hackers trying to breach Internet security should be a top priority in 2016.

Cyberthreats are closer to home than you may imagine. Last January, for example, Isle of Wight County’s official website was hacked by a group claiming to support the Islamic State. The hackers posted pro-ISIS propaganda on the site.

As an eGov services provider specializing in building, hosting and maintaining highly secure websites, AIS Network works with a litany of Virginia government entities to build, secure and maintain their websites and harden their Wordpress sites (Wordpress sites are frequently targeted). We stress to clients that cybersecurity threats at all government levels are real. Targeted hacks and automated attacks such as DDoS disruptions should be regarded as an organization-wide concern – not merely an IT issue.

How can your county ensure that it won’t become the next victim?

Ongoing vigilance and proactivity are important. To prevent breaches, ask an independent third party to perform regular cybersecurity assessments that uncover potential vulnerabilities. Two highly effective methods that we use to strengthen security are vulnerability scanning and penetration testing. These tests are especially critical for maintaining compliance with PCI, HIPAA, FERPA and other regulatory requirements.

Vulnerability scanning uses special software to map systems and search for vulnerabilities in a network, computer or program. A thorough scan may examine websites, applications, operating systems, open ports, and active IP addresses.

A penetration test is a staged attack designed to detect and exploit vulnerabilities so that a tester can gain access to systems and data before hackers do. Because penetration testing duplicates the same tactics hackers may use to gain network system access, it’s one of the most robust ways to identify system weaknesses and patch them. After a full scan of your internal and external network, the penetration tester should provide a complete report, describing all vulnerabilities and offering remediation recommendations.

Every time your government performs major upgrades on its website or network, adds new hardware or software, or changes network configurations, it risks exposing its network. Security strengthening steps such as vulnerability scanning and penetration testing will help your county reduce the significant risk and cost of an actual attack. Plan your tests now, before it’s too late.

Jay Atkinson is CEO of AIS Network (www.aisn.net), the premier provider of high-compliance, high security eGov services and hosting solutions to the Commonwealth of Virginia. AISN’s eGov services are available to any public entity in Virginia, including counties and municipalities, under multiple contracts: CAI ITCL Statement of Work Contract – Application Development, VITA eGov Hosting Contract VA-120416-AISN, and VITA eGov Operations and Maintenance Contract VA-120413-BPI. Visit www.aisn.net/virginia-egov-services.



Jay Atkinson

## Lancaster County Sheriff retires after 32 years

When Lancaster County Sheriff Ronnie Crockett announced last March his intention to not seek a ninth term in office, he emphasized his good fortune.

"I am the luckiest person in the world to be able to serve as sheriff of the county where I was born and raised," Crockett said. "The experiences I've had, the people I've met, the place I've been and the wonderful people who have worked for me or with me will always be a part of me. I thank everyone who made this journey possible."



Photo courtesy of the Northern Neck News

Crockett never lost an election and leaves with the distinction of being the second longest serving active sheriff in Virginia. Crockett was also a volunteer for the White Stone Volunteer Fire Department for 26 years.

"There have been huge changes in Lancaster County during my time as sheriff," Crockett said. "It has been rewarding to me to have been a part of the growth of the office to meet the increasing demands and needs of the citizens. Keeping up with all the changes would not have been possible if it had not been for the assistance and confidence I received from Bill Pennell as our former county administrator, the help from Frank Pleva, our current administrator, the various members of our board of supervisors over the years, and the hard-working and dedicated members of the sheriff's office, past and present. I didn't always get everything I asked for on behalf of the office, but I always got what we needed to serve the public in the best ways possible."

Some of Crockett's other accomplishments include serving as Past President of the Virginia Sheriff's Association, a charter member of the Kiwanis Club where he served 25 years and two terms as President and former Little League Baseball coach and umpire for many years.

## VACo releases Legislative Priorities



Click on image to view VACo's 2016 Legislative Priorities

## Registration Open for 2016 Finance Forum

The 2016 Finance Forum provides an excellent opportunity for locally elected officials and staff to be brought up to date on a number of important issues prior to the start of the 2016 General Assembly.

**Wednesday, January 6 | 10am - 3pm | Cost: \$55**

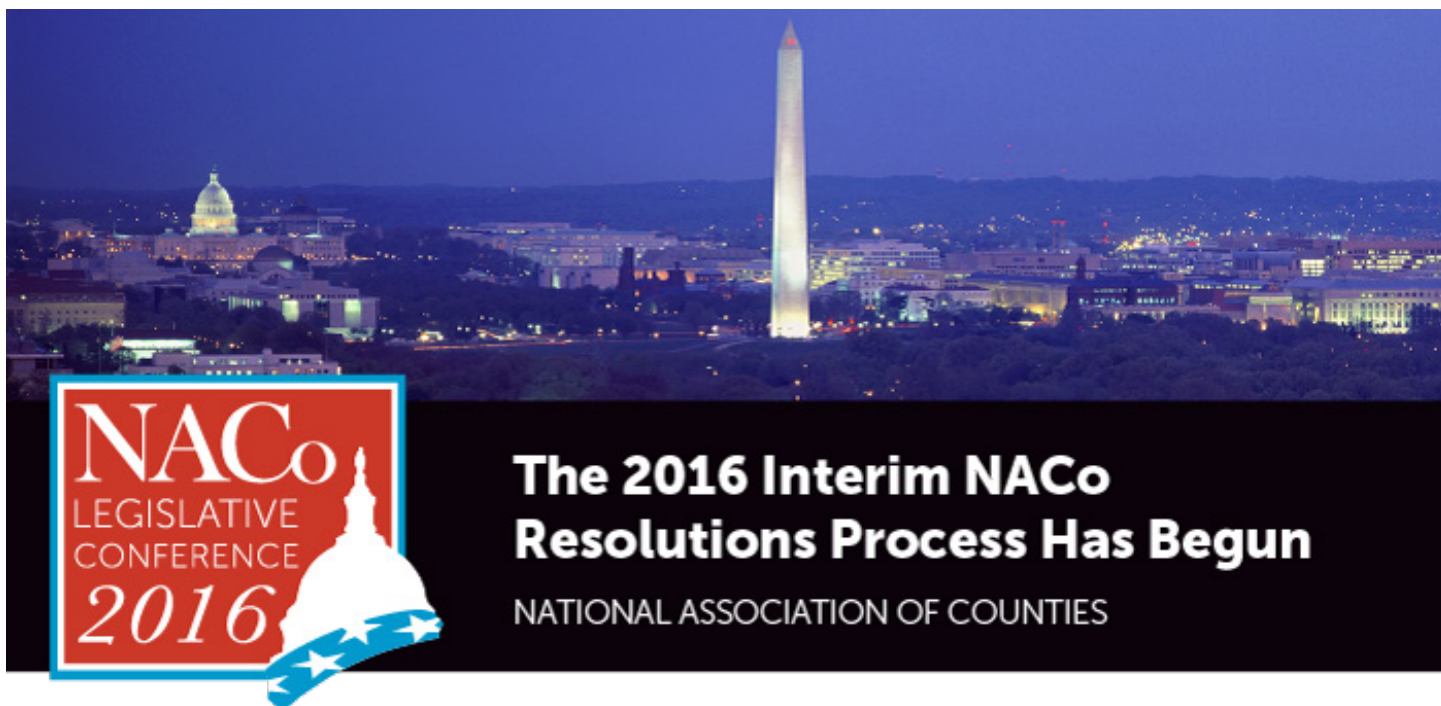
Hilton Richmond Downtown | 501 East Broad Street | Richmond, VA 23219

[Click here to Register online today!](#)

**Topics will include:** State Revenues and 2016 Budget | Local Finance Trends and Perspectives | VRS Local Budget Pressures | Assessment of Local Revenues | Education







*Don't forget to [Register](#) for the NACo Legislative Conference*

In preparation for the National Association of Counties (NACo) [Legislative Conference](#) in Washington, D.C. on February 20-24, we invite NACo members to submit interim policy resolutions.

**The NACo resolutions process provides members with the ability to participate in national policy decisions affecting county governments. During the Legislative Conference, NACo's ten policy steering committees and Board of Directors consider legislative and policy resolutions that will guide NACo advocacy until the NACo Annual Conference in July 2016.**

The [American County Platform](#) and the association's policy resolutions are carefully considered statements of the needs and interests of county governments throughout the nation. These policy statements serve as a guide for NACo members and staff to advance the association's federal policy agenda before the White House, Congress and federal agencies. **Please refer to the comprehensive overview of NACo's policy resolution process [here](#).**

When submitting resolutions, please work with the appropriate steering committee [staff liaison](#) to adhere to the following guidelines:

**HOW TO SUBMIT AND FORMAT RESOLUTIONS**

All resolutions must be submitted electronically (preferably as a Word document) via email to [resolutions@naco.org](mailto:resolutions@naco.org) by **January 20, 2015**. Submissions **MUST** identify the title and issue area in the email subject line (e.g. Social Services Block Grant, Human Services and Education). Click [here](#) for a **sample resolution**.

Resolutions should be concise and no more than one page in length. The standard format includes:

- **Issue:** Short sentence stating the purpose of the resolution
- **Proposed Policy:** Concise statement specifying a position or action by NACo and/or other entities
- **Background:** 1-2 paragraph statement clearly outlining the county interest in the particular issue
- **Fiscal/Urban/Rural Impact:** Short statement addressing the potential impact(s) for counties in the specific issue area
- **Sponsor:** Name and contact information of NACo member sponsoring the resolution. It is important to include contact information so that the NACo staff can follow up if there are any questions or additional information required

**IMPORTANT REMINDER:** *If you plan to submit a policy resolution, you (or a designated representative) must appear in person at the steering committee meeting at the 2016 Legislative Conference to introduce and explain the resolution.*

Please contact NACo's Legislative Director Deborah Cox at [dcox@naco.org](mailto:dcox@naco.org) or the appropriate steering committee liaison with additional questions or concerns. Click [here](#) to see NACo's Legislative Department staff contact list. *\*Please also refer to the comprehensive overview of NACo's policy resolution process [here](#).*

**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 BUILDING OFFICIAL | City of Harrisonburg**

Community Development. Full-time position with benefits. Preferred hiring salary range: \$46,092.80 - \$59,904.00. Participation in a rotating, standby work program, required. Position is responsible for: planning, coordinating, supervising and participating in building, electrical, mechanical, plumbing and property maintenance inspection activities with responsibility for enforcing the laws, ordinances and codes relating to the construction, alteration and maintenance of buildings within the City. Application deadline: Applications will be accepted until a suitable pool of candidates is received. After 10 calendar days, this position may be closed at any time. To apply please visit the website [www.harrisonburgva.gov/employment](http://www.harrisonburgva.gov/employment).

**COUNTY ATTORNEY | Fairfax County**  
Fairfax County, Virginia (Pop. 1,137,538) located just west of the nation's capital, invites applications for the position of County Attorney. The County Attorney is appointed by the Board of Supervisors and is responsible for providing counsel and advice in all civil matters to the Board and all departments and agencies of the County. The salary for the position is negotiable dependent upon the candidate's education and experience. The application deadline is January 31, 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](mailto:Richmond@waters-company.com).

**FINANCIAL ANALYST | James City County**  
\$44,104 or higher, DOQ + Benefits; Treasurer's Office is seeking a professional individual to perform responsible work gathering, researching, maintaining, and analyzing complex financial data, and supervising, training, and managing assigned staff. Accepting applications until January 8, 2016. Only online applications to our website will be considered. To apply, please visit the James City County Career Center at [jobs.jamestownva.gov](http://jobs.jamestownva.gov).

**PERMIT TECHICIAN | City of Manassas**  
Salary: \$41,371.20 - \$68,265.60  
The Community Development Department is seeking an individual to perform intermediate technical and customer service work within Development Services Division. The position is responsible for the review and processing of permit applications and inspection requests, assisting customers, and providing support for the Community Development Department. Hiring Range: \$41,371.20 - \$54,828.80. To apply, complete the City application at <http://www.manassascity.org/hr/jobs>. Applications accepted until position is filled.

**COUNTY ATTORNEY | James City County**  
Salary dependent on qualifications + benefits; James City County is seeking a candidate with extensive law experience in the public sector to perform advanced professional and supervisory work while serving as chief legal advisor to the County government in all matters affecting the legal interests of the County. Work is performed under the direct supervision of the County Administrator. Position manages the law business of the County and departments, boards, commissions and agencies thereof, or in which the County has an interest; institutes, prosecutes, defends, comprises and settles all legal proceedings; advises the Board of Supervisors on legal matters; and, supervises staff and the administration of the County Attorney's Office. Accepting applications until 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.jamestownva.gov](http://jobs.jamestownva.gov).

**COUNTY ADMINISTRATOR | Wythe County**  
Wythe County's Administrator directs and supervises operations of all County departments, serves as a liaison between the Board of Supervisors and the County's Constitutional Officers and School Board, is responsible for preparing the County's annual budget and advises the Board on the financial condition of the County. Wythe is governed by the Board of Supervisors, consisting of seven members elected to serve four year staggered terms. The County is located just 40 minutes from North Carolina and serves as an intersection for Interstates 77 and 81, which provides convenience access to most of the eastern United States. For Fiscal Year 2015, the County is operating with a total budget of

\$89.25 million, which allow for provision of a full range of services through twenty-three departments. A full profile describing the County, the Administrator's position and the County's programs may be found at [www.wythecco.org](http://www.wythecco.org). The salary for the position is negotiable, based upon candidate's qualifications and experience. Resumes received by April 30, 2016 will receive priority consideration. To be considered, please submit a cover letter, résumé with salary history and five (5) professional references online by visiting [www.wythecco.org](http://www.wythecco.org). For more information, please contact R. Cellell Dalton at [rcdalton@wythecco.org](mailto:rcdalton@wythecco.org).

**BUILDING INSPECTOR | Southampton County/City of Franklin**

Salary DOQ + excellent benefits! High School graduate or equivalent with 3 yrs. of general construction experience; 1 yr. min. experience as a Certified 1 & 2 Family Dwelling Combination Inspector preferred. Primary role is to perform inspections of buildings and structures to ensure compliance with all pertinent building codes and laws. For a full job description contact HR Department, 207 W. 2nd Ave., Franklin, VA 23851. 757.562.8508. Submit a complete resume w/references & cover letter of interest to: Carolyn S. Joyner, 207 W. 2nd Ave., Franklin, VA 23851. Open till filled.

**ENVIRONMENTAL SPECIALIST | Southampton County/City of Franklin**

Salary DOQ + benefits. Min. BS deg. in Environmental Science, Biology, Civil Engineering, Soil Conservation, Planning, Construction Management or related field. Exper. in Construction Management or any equivalent combination of education & experience. For a full job description contact HR Department, 207 W. 2nd Ave., Franklin, VA 23851. 757.562.8508. Submit a complete resume w/references & cover letter of interest to: Carolyn S. Joyner, 207 W. 2nd Ave., Franklin, VA 23851. Open till filled.

**UTILITY TECHNICIAN - DISTRIBUTION | Hanover County**

Public Utilities is seeking a qualified candidate for this technical position. The incumbent will be performing routine operations and repairs of the water distribution system. Hiring range \$26,465 to \$39,483 plus benefits. For more information and to apply, visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6489 (TDD #365.6140).

**UTILITY INSTRUMENT & CONTROL  
TECHNICIAN | Hanover County**

We are seeking a Utility Instrument & Controls Technician with a strong technical background. The Technician works within the Department of Public Utilities and supports four wastewater plants, one water treatment plant and the County's water distribution and sewer collection systems. This is a technical position that includes programming of PLCs, HMIs and SCADA applications. The position will also include Instrument Calibrations and day to day support of our Industrial Control Systems. Hiring range \$37,424 - \$50,515 (mid-point) plus excellent benefits. For more information and to apply, please visit our career site at [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365-6489 (TDD #365.6140).

**TOWN MANAGER | Town of Dayton**

The Town of Dayton, Virginia, located in the beautiful central Shenandoah Valley, invites applications for the position of Town Manager. The Town Manager oversees all Town departments, develops the annual budget and handles day to day operations. The application deadline is January 31, 2016. To be considered, please submit a cover letter, résumé with salary history and five (5) professional references to: William G. O'Brien, Interim Town Manager, 125-B Eastview Street, Dayton VA 22821. Following the filing date, résumés will be screened by the Town Council and candidates and finalists will be interviewed in Dayton shortly thereafter. For more information, contact William O'Brien at [manager@daytonva.us](mailto:manager@daytonva.us).

**WEB SYSTEMS ANALYST | Roanoke County**

Want to join a high performing organization? Want to make a positive impact on the Roanoke community by contributing to a team that makes a difference? The County of Roanoke's nationally recognized and award winning Department of Communications and Information Technology (CommIT) aligns the County's information technology infrastructure and systems to the needs of the community. Online Roanoke County application required. Submit resume and online application at [www.roanokecountyva.gov/jobs](http://www.roanokecountyva.gov/jobs). Closing Date: January 17, 2016. SALARY RANGE: \$50,000 - \$60,000 DOQ/DOE.

**COUNTY PLANNER | Richmond County**

Richmond County, population 9,254, located on Virginia's Northern Neck is soliciting applications for the job of County Planner. Salary range is \$28,000 - \$36,000 based

on qualifications and experience. Excellent benefits including health insurance, life insurance, and retirement program. Applications and full job description may be obtained from the County Administrator Office, 101 Court Circle, Warsaw, Virginia 22572, by calling 804.333.3415 or at [www.co.richmond.va.us](http://www.co.richmond.va.us). Submit letter of interest, completed county application form, minimum of three (3) professional references and resume to: Richmond County Administrator's Office, P.O. Box 1000, Warsaw, Virginia 22572. Applications due no later than 5 p.m. February 5, 2016.

**UTILITY MAINTENANCE TECHNICIAN | Powhatan County**

This position is responsible for assisting with the location of water and sewer lines to prevent damage and assist the County with the operation and maintenance of the county's water and waste water infrastructure. Hiring salary range \$28,435-35,544 annually, depending on qualifications and experience. Applications may be obtained at the Powhatan County Administration Building located at 3834 Old Buckingham Road Powhatan, Virginia or at [www.powhatanva.gov](http://www.powhatanva.gov). A pre-employment drug test, background check, and driving record check is required. Deadline is Open until filled. Only applicants selected for an interview will be contacted.

**MAINTENANCE WORKER III | Powhatan County**

Grade 14. This position will be non-exempt, 40 hours per week, and is benefit eligible. Starting salary dependent upon experience and qualifications. Duties include troubleshooting and repairs to HVAC systems, lighting systems, electrical, plumbing, alarm systems and other duties as necessary to maintain all county owned buildings and facilities. Knowledge of equipment operations, mechanical operations and maintenance principles. Ability to perform tasks needing varying degrees of physical effort including some heavy lifting. Some task will include bending, stooping, and working under adverse temperatures and/or weather conditions. Applications may be picked up from the County of Powhatan Administrative Office, 3834 Old Buckingham Road, Powhatan, VA 23139 or online at [www.powhatanva.gov](http://www.powhatanva.gov). Open until filled.

**COMBINATION PLANS REVIEWER/  
INSPECTOR | City of Manassas**

Salary range: \$51,812.80 - \$85,488.00. This position provides excellent growth potential for the energetic candidate.

Not all certifications are prerequisites of hire, and salary increases are possible as certifications are achieved. Initial preference may be given to candidates possessing certifications in electrical plan review and inspection. Long term goal of position would be to review and inspect residential and commercial projects for all trades including architectural, structural, electrical, mechanical, plumbing for conformance with applicable codes and policies. To apply, complete the City application at <http://www.manassascity.org/hr/jobs>. Applications accepted until position is filled.

**AUDITOR | Frederick County**

The successful applicant will Apply generally accepted accounting and auditing standards to filling of business and manufacturing renditions for ad valorem taxation or business licenses as filed; Independently assists industrial or business taxpayers with inquiries or application of regulations; Makes permanent adjustments to business records and assessments as needed or when instructed; Performs complex tasks for data entry and customer service in relation to auditing; Works independently at the direction of the Commissioner. Full Time Position; Starting Salary depends on experience. General County Application with resume must be submitted. Application available on our website: [www.fcva.us](http://www.fcva.us). Only applicants selected for interview will be contacted.

**INFORMATION TECHNOLOGY DIRECTOR | Frederick County**

The Director of Information Technology will be responsible for directing the operations of the programs and staff of the department. The Information Technology department provides service in the major areas of Network Services, Operations, This position reports to the County Administrator and is responsible for advising the County Administrator, Board of Supervisors, and government departments on matters relating to information technology, security and privacy. The deadline for applications is Open Until Filled. Résumés will be screened by Frederick County. To be considered, please visit [www.fcva.us/jobs](http://www.fcva.us/jobs) to complete the General County Application and learn more about the position. General County Applications/Resumes may be submitted at: <http://www.co.frederick.va.us>; faxed to 540.665.5669; or mailed/delivered to the HR Department at: Frederick County Government Building, Human Resources Department, 107 N. Kent St., 2nd Floor Winchester, VA, 22601.

**BUS DRIVER | James City County**

\$24,683/year + benefits; full-time limited-term; 40 hours/week; may have to drive a paratransit bus; includes weekdays and weekend evenings. Do you enjoy working with people and are you a safe driver? James City County Williamsburg Area Transit Authority (WATA) is seeking a professional to help welcome and transport citizens and visitors around the historic area. Accepting applications until midnight March 11, 2016 on 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).

**INSTRUCTOR II (PERSONAL TRAINER) | James City County**

Instructor II (Personal Trainer) \$20.00/hour or higher; DOQ; temporary position; may include weekend, evening, and holiday hours; James City County Parks and Recreation seeking high-energy individuals to plan, execute, and provide personal training on an as needed basis. Must be skilled in teaching techniques, organizing time, and assessing participant's interests and capabilities. Accepting applications until midnight February 11, 2016 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).

**UTILITIES CONTROLLER | Hanover County**

Public Utilities is seeking a Controller with strong financial, customer service, systems, and supervisory skills for this advanced professional position. The successful candidate must be team oriented and comfortable working in a professional, fast paced and demanding environment. The incumbent will perform complex tasks to supervise and manager all customer service, accounting, administrative support and business systems functions for the department. Extensive knowledge of the principles, methods, and practices of accounting, required. Hiring range \$78,485 - \$105,966 plus benefits. For more information and to apply, visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6489 (TDD # 365.6140).

**INTENSIVE SUPERVISION OFFICER | Frederick County**

26TH District Court Service Unit. Major Responsibilities Include: Provide intensive casework and supervision to moderate and high risk court involved youth, adhering

to state standards and local policies and procedures. Make referrals for services and collaborate with treatment providers and other agencies; Completes a variety of detailed reports to be submitted to the Courts, attorneys, etc.; Coordinates, administers and develops special programs. \$32,300 - \$34,000; General County Application with resume required; position open until filled. This position has been re-opened to allow for additional recruitment; previous applicants need not reapply. General County Application required and available online at [www.fcva.us](http://www.fcva.us). Only applicants selected for interview will be contacted.

**UTILITY FOREMAN | Gloucester County**

\$37,176 - \$59,482. CLOSING DATE: January 10, 2016. Under general supervision, performs administrative and supervisory work related to the maintenance, repair, and replacement of water and sewer lines and associated appurtenances such as water meters and valves, and servicing water hydrants. Work involves use of heavy machinery and supervision of work crews excavating and replacing water pipes, repairing leaking water mains and service lines, building manholes, repairing or replacing malfunctioning water meters, raising valve boxes, and repairing and installing sewer mains. Position reports to the Utility Supervisor. For a complete job description and to apply on-line, visit our website at: [www.gloucesterva.jobs](http://www.gloucesterva.jobs).

**WATER/WASTEWATER OPERATOR | Charles City County**

The County operates several small water and wastewater facilities serving primarily domestic customers. The ideal candidate will have the knowledge and ability to operate systems according to standard O&M procedures, recognize and troubleshoot operational issues, and assist in planning for the upkeep and maintenance of facilities. Current holders of water and wastewater licensure will receive special consideration. The deadline is 4:30 p.m., January 13, 2016. Starting salary DOQ and includes excellent benefits package. To be considered, please visit [www.co.charles-city.va.us](http://www.co.charles-city.va.us) to find a County Application and view the full job description. A County Application along with a resume and cover letter should be addressed to the Management Services Department, 10900 Courthouse Road, Charles City, Virginia 23030 and sent via email with the subject line "Water/Wastewater Operator Application" to [ljoness@co.charles-city.va.us](mailto:ljoness@co.charles-city.va.us). For questions, please call 804.652.4701.

**DIRECTOR OF PUBLIC WORKS/COUNTY ENGINEER | Charles City County**

Ideal candidates will be those that possess the skills to manage departmental goals and objectives, while having the knowledge and ability to perform all manner of public works and utilities functions. The deadline for applications is 4:30 p.m., January 7, 2016. Starting salary DOQ and includes excellent benefits package. To be considered, please visit [www.co.charles-city.va.us](http://www.co.charles-city.va.us) to find a County Application and view the full job description. A County Application along with a resume and cover letter should be addressed to the Management Services Department, 10900 Courthouse Road, Charles City, Virginia 23030 and sent via email with the subject line "Director of Public Work Application" to [ljoness@co.charles-city.va.us](mailto:ljoness@co.charles-city.va.us). For questions, please call 804.652.4701.

**LAND DEVELOPMENT SERVICES****OPERATIONS DIRECTOR | Fairfax County**

Division Director, LDS/SW Compliance. Fairfax County Job Announcement #15-02399. \$88,026 - \$146,710. The office of the Director of Land Development Services (LDS), Department of Public Works and Environmental Services, Fairfax County Government seeks to hire a Director of Operations that provides leadership for the LDS organization and focuses agency efforts to resolve complex issues involving competing technical requirements and stakeholder values associated with private development projects. TO APPLY: Apply online at [agency.governmentjobs.com/fairfaxcounty](http://agency.governmentjobs.com/fairfaxcounty) by the closing deadline of 5 p.m. on January 8, 2016.

**UTILITY ENGINEER | Hanover County**

PUBLIC UTILITIES - Incumbent performs technical tasks related to the repair and rehabilitation, expansion, planning, and operation of the County's public water and sanitary sewer systems and facilities. Duties may include construction plan review; maintaining information in the County's GIS system; and managing Capital Improvement Projects. Must have the ability to read, comprehend, and prepare moderate to highly technical data, plans, and specifications related to the operation/construction of a water and sewer utility. \$47,916 - \$78,805 + benefits. This position is part of a career development program. Salary & level are dependent on qualifications. For more information and to apply visit [www.hanovercountyjobs.com](http://www.hanovercountyjobs.com) or call 804.365.6489 (TDD# 365.6140). EOE/MFDV.



#### **Executive Committee**

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**Operations and Support Coordinator:** Amy V. Sales, CMP

**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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