In addition to its roster of interesting keynote speakers and informative breakout sessions, VACo’s Annual Conference will provide opportunities for county officials to gain recognition.

For example, through VACo’s Achievement Award Program some county officials will be recognized for reaching levels of excellence in providing a variety of services.

Time will also be allotted to honor graduates of the Supervisor Certification program, a partnership between VACo and Virginia Tech that provides valuable educational opportunities to county supervisors.

Individual county supervisors will also be recognized for years of service. We also hope many counties will be recognized for achieving certification under VACo and VML’s Go Green Challenge.

Please see VACo’s web site for information about registration and certification under the Go Green Initiative.

When John F. Kennedy challenged a generation to public service, Larry Naake was listening. He remembers being inspired by the president’s words when JFK spoke at Berkeley in the early ‘60s. Naake was a 20-year-old student majoring in economics.

It was March 23, 1962, and Kennedy was the university’s Charter Day speaker. “I’m confident,” the president said, “that I am talking to the future leaders of this state and country who recognize their responsibilities to the public interest,” according to a transcript of his remarks. In Naake’s case, he was right.

“That whole administration gave credibility to public service,” Naake recalled recently as he looked back on his 26 years at NACo, 21 of them as executive director. “It was an unbelievable speech.”

Naake will retire from his full-time duties Sept. 14 but will continue to be involved with the organization until the end of December, just not on a daily basis.

It was at Berkeley that Naake decided on a career in public service. “At first I thought I might like to be an elected official,” he said. “Then I got kind of involved in state association work and saw it’s a tough life to be an elected official. I have a lot of respect for what they do and the time they put in.”

His first job out of college was an unpaid internship with the Sacramento County executive’s office. “That sort of hooked me on county government,” he said. Naake later entered the Air Force Reserve; it was early in the Vietnam War era. His next job as a paid intern with the California State Association of Counties (CSAC) foreshadowed a decades-later position as CSAC’s executive director from 1981 to 1991.

“We got involved in state government, and we went around the state talking to students about the importance of getting involved in government and public service.” His experiences at CSAC hooked him on association work, because of its variety — from management to lobbying to public affairs.

“It’s like running a company but it’s a lot more interesting, you’re not just selling widgets or something. You’re involved in the development of public policy.”

Over four-and-a-half decades,
Information technology sharing workshop draws crowd

VACo and VML hosted a capacity crowd and were forced to close registration early because of the overwhelming interest in a recent workshop titled “Information Technology Challenges and Solutions for Virginia Localities.”

The discussion led by VACo General Counsel Phyllis Errico, included panelists Deputy Secretary of Technology Karen Jackson, Henrico Deputy County Attorney Tom Tokarz, Gloucester’s Director of Purchasing Bill Lindsey, Sandie Terry from the Center for Innovative Technology, Danville’s Director of Information Technology, Inez Harville and Trey Noe from Summit Business Associates.

The half-day workshop addressed various aspects of Information Technology sharing including recent legislation, legal issues, cooperative procurement, cost issues, licensing, contract issues, shared application arrangements and creating a clearing house for sharing experiences. The attendees came from a variety of local government disciplines including, administration, technology, purchasing and finance. The spirited discussion and interaction among the participants with different areas of expertise illustrates the need for continued focus on this issue of importance for local government entities.

In Memoriam - Jeff Arnold

It is with great sadness that I announce the death of our colleague and friend Jeff Arnold, NACo’s deputy legislative director and chief lobbyist on telecommunications. Jeff joined the NACo family in January 1994 as associate legislative director for public lands and the Western Interstate Region.

He first came to Washington to work for Senator Mark Hatfield of Oregon and subsequently served as a professional staff member for the Senate Committee on Energy and Natural Resources. From Capitol Hill, Jeff moved to the Department of Interior during President George H.W. Bush’s Administration, where he first served as chief of the Office of Congressional and Legislative Affairs for the Minerals Management Service and later as the deputy director of the department’s Office of Congressional and Legislative Affairs.

Jeff had a keen mind with great political instincts. His contributions to NACo went beyond the Legislative Affairs Department. He was a mentor to many at NACo and his office was always open to all. Current and former NACo staff will always remember his wise advice, humorous anecdotes and daily walk-abouts.

Jeff was a multi-faceted individual. Some of you may not know that he was involved in theater when he was younger and played John Adams in the musical, “1776,” his favorite role.

Jeff also served as the national president of the Phi Theta Kappa International Honor Society from 1976-1977 and remained a strong advocate for higher education.

Some of his other interests included country music, NASCAR racing, golf and of course his beloved University of Oregon football team – Go Ducks!

He will be profoundly missed.

Larry Naake
NACo Executive Director
Assistant Roanoke County Administrator Diane Hyatt retired after 30 years of service

Assistant Roanoke County Administrator Diane Hyatt retired effective August 31, 2012. Hyatt joined Roanoke County in August 1982, and her retirement marks 30 years of service. Hyatt began her career as Assistant Superintendent of Fiscal Management. She was later promoted to Director of Finance in April 1986; was again promoted to Chief Financial Officer in July 2001; and was ultimately chosen for her current position in August 2009.

During her tenure, Hyatt worked for four County Administrators and 22 members of the Board of Supervisors, earning respect and support by demonstrating an unflinching commitment to the betterment of Roanoke County, its people and its communities. Her calm demeanor and collaborative style has helped build strong relationships across the County, encouraging individual decision making while still fostering a group approach to problem solving.

Hyatt was the first Certified Public Accountant in the Finance Department. While there, she developed financial policies and practices which, in 1984, resulted in the County receiving the first of a continuous line of 27 Government Finance Officers Association Awards for Excellence in Financial Reporting.

Hyatt was responsible for identifying and managing the financial resources for many significant construction projects, including Spring Hollow Reservoir, Roanoke Valley Resource Authority landfill and transfer station, South County Library, Green Ridge Recreation Center, Fleet Service Center, North County Fire and Rescue Station, Public Safety Center, as well as various school buildings. In this regard, Hyatt developed an exemplary capital funding process for Roanoke County and Roanoke County Public Schools.

During her career, Hyatt served on key governmental boards and commissions, often acting as Treasurer, and played an integral role in developing the sound structure of several important regional initiatives, such as the Roanoke Valley Resource Authority, Western Virginia Regional Jail Authority, Western Virginia Water Authority and South Peak Community Development Authority.

“The Roanoke County Board of Supervisors has relied on Diane’s comprehensive understanding of the County’s budget and outside influences potentially affecting our decision making for years,” says Richard Flora, Chairman of the Roanoke County Board of Supervisors. “Thanks in large part to Diane, Roanoke County has weathered many downturns in the economy, especially this most recent one that has hit many local governments hard.”

Roanoke County Administrator Clay Goodman adds, “People like Diane are rare. She’s always pleasant, always spot-on in her analysis of a situation and always works collaboratively for a successful end result. Her vision and leadership will certainly be missed.” A search committee has been formed to find Hyatt’s replacement.

Hyatt and her husband Wayne have two married sons and two granddaughters. Once retired, she plans to spend more time with family and friends, travel and relax at Smith Mountain Lake.

Albemarle’s Mallek recognized at artisan conference

Albemarle County Board chair Ann Mallek was recently recognized by the Artisans Center of Virginia (ACV) at its statewide artisan conference for her support and encouragement of the growth and sustainability of the artisan movement in Virginia.

The event was an opportunity to acknowledge the commitment to excellence that exists within Virginia and to recognize how this unique creative community enriches and contributes to the quality of life and the economic strength of our state.

Mallek has served on the Artisan Center of Virginia Monticello Artisan Trail management team since its inception. An advocate for arts and agriculture, Mallek recognized the collaborative benefits ACV’s Artisan Trail Network program offered to the artisans, agri-artisans and entrepreneurial businesses in her magisterial district. The award recognized Mallek as a champion for economic vitality, and noted that her dedication to enhancing Albemarle’s rural economy, agriculture and tourism in sustainable ways is unwavering.

Since 1983, Mallek and her husband Leo have managed the family farm in Earlysville, which is an active trail site on the Monticello Artisan Trail and produces grass-fed beef and pesticide-free vegetables.

The Artisans Center of Virginia develops and implements systems and strategies to improve economic outcomes for Virginia artisans and their communities while assisting them in promoting their local artisan culture. Find out more at: artisanscenterofvirginia.org/index.php.
The Henry County Board of Supervisors on Monday named Tim Hall county administrator in a unanimous vote. Hall, 52, who had been deputy county administrator, also was named the new general manager of the Henry County Public Service Authority (PSA).

He will earn $126,184.79 for the dual roles that became vacant when Benny Summerlin, 53, of Axton, recently died.

“This is pretty humbling. Benny taught us to do our job and to do it well,” Hall said shortly after Debra Buchanan, of the Horsepasture District, made the motion to appoint him to the post.

H.G. Vaughn of the Ridgeway District seconded the motion, and the final vote followed an estimated 45-minute closed session meeting to fill the post.

Jim Adams, chairman of the supervisors, said the board had other options, including appointing an interim administrator.

But “the board has confidence in Tim and his ability,” Adams said, adding that Hall also has prepared himself for the post, both with hands-on learning and continuing education.

Adams said Hall has earned a master’s degree, and “the board really felt that he was just the obvious choice, because he had not only prepared himself but also had been prepared by Benny.”

Vaughn told Hall that he and the remainder of the board have “a lot of confidence in what you are capable of.”

In echoing similar comments by other supervisors, Buchanan said the move was “bittersweet.”

“I’m glad you got the job,” vice chairman Tommy Slaughter told Hall, pointing out that Hall is a University of Virginia fan, in stark comparison to Summerlin, who was a Virginia Tech fan.

“I know Benny loved Tech colors” of maroon and orange, Slaughter said, “but it’ll be good to see the U.Va. colors for a change.”

Iriswood District Supervisor Milton Kendall told Hall that the county and the supervisors were “lucky to have you step in for us” and fill the roles.

“We have to keep going. We can’t replace Benny, but we can put a successor in to do an excellent job,” Collinsville Supervisor Joe Bryant said.

The PSA Board of Directors also met Monday and took similar action.

“We are fully confident that Tim is the person to lead the PSA,” said Gerry Lawicki, chairman of the PSA board. “We look forward to working beside him and with all PSA employees.”

“While I am proud and humbled to be offered these roles,” Hall said. “I accept them with a very heavy heart. Benny was my friend and mentor, and I will never replace him. However, I will try to help (the county and PSA move forward, and) I will do these jobs to the best of my ability.”

Hall was named deputy county administrator and assistant general manager of the PSA in 2002, the same year Summerlin was appointed county administrator and general manager.

Hall earned his MBA from Averett University in 2007; was a 1981 graduate of James Madison University and also a 1977 graduate of Martinsville High School.

Hall and his family live in Collinsville.
Crewe owes its existence to the Norfolk & Western (N&W) Railroad. The Norfolk & Western Railroad merged with the Southern Railroad in the early 1980s to become the successful Norfolk-Southern Railroad of today.

The N&W pre-planned and built the town of Crewe in 1888. It was designed first and foremost to support the operations of the N&W as a Divisional halfway point between Norfolk and Roanoke.

The Crewe railroad Museum is a not-for-profit memorial to the many residents of Crewe and the surrounding areas that lived here and were employed by the N&W Railroad. It is staffed and managed by Volunteers. Some of them are retired Engineers, firemen, conductors etc.

The Museum consists of a main building with similar construction as the original Crewe Passenger station. The building houses many artifacts, photos and memorabilia, the majority of which has been donated by the residents of Crewe.

Outside, in a park like surrounding, there is a Steam locomotive, Diesel locomotive, several freight cars, a caboose and the latest acquisition, a passenger coach that was used on the crack N&W Powhatan Arrow passenger trains of the 1940s and 1950s. Many other artifacts are to be enjoyed as well.

The Museum is located on land donated by the Norfolk Southern Railroad and is adjacent to their current operational yards. There are several adequate viewing spots to monitor Norfolk-Southern operations by the most discriminating railfan.

SOURCE: www.crewerailroadmuseum.org/index.html
Rural Planning Caucus of Virginia
34th Annual Conference

October 17-19

The Rural Planning Caucus of Virginia (RPC) will host their 34th annual conference October 17-19 at Mountain Lake Resort in Giles County.

A copy of the draft/preliminary agenda has been posted on the conference page. A more detailed agenda will be posted later this summer. Conference registration remains at $100 for full attendees and $65 for a day attendee (not including lodging).

Click here to register for this year’s conference.

Visit www.rpcva.org for more information.
The County of Prince George is pleased to announce the newly re-designed website at www.princegeorgeva.org. With the technical expertise of Vision Internet and the creative vision of County staff, a comprehensive site for residents and businesses has been created which is easy to use, includes a variety of information and provides open access to government records.

Some highlights of the website include:

- Mobile website that makes viewing easier for cell phones and tablets
- Easier access to online services such as Code Red and Recreation registration
- Live Nixle feed on Police Department page
- Improved resolution for high definition monitors
- Language translation services for our global workplace
- New spotlight section highlighting county activities

Kirsten Cherry, Interim Director of Information Technology, stated, “It was a challenge to blend artistry with the functionality of a site that met the residents’ needs and appealed to an international audience. The end product was a homepage that draws users into the site while incorporating multiple information sources that help keep users on the site. We were able to deliver a first-class site for a first-class community.”

Percy Ashcraft, County Administrator, stated, “Today, the window to your community is through your website. We had to envision a website that could give, collect and store information in a fluid business environment with the ability for immediate in-house updates and easy access for the residents of our community. Prince George County has created a product that helps us better serve our constituents and move at the speed of international business.”
Sports tourism a big impact on Prince George County

Tourism in Prince George County is a $64 million a year industry according to the Virginia Tourism Corporation (VTC).

Even during a severe recession, total tourism revenues have recently grown 10.5 percent in the Tri-Cities Area.

The “Virginia is for Lovers” campaign continues to be successful and brings more visitors to our region.

A new niche market to Prince George County is the sports tourism industry.

In October 2011, the Board of Supervisors allocated $140,000 of tourism funds to enhance the existing ball fields with irrigation systems, scoreboards, batting cages, dugout covers and infield surfacing.

County modeling estimates the 2012 summer sports tourism impact at $2.4 million.

This growing industry will continue into the fall season with the following baseball tournaments planned:

• Sept. 1-2—Kevin Ferguson Memorial Scholarship Tournament
• Sept. 29-30—Fall Odd Age Group State Tournament
• Oct. 6-7—Fall Even Age Group State Tournament
• Nov. 3-4—Fall Wood Bat Odd Age Group Tournament
• Nov. 10-11—Fall Wood Bat Even Age Group Tournament

These tournaments bring in consumer dollars from families and spectators traveling from all over the East Coast. Economic impacts can be felt by hotels, restaurants and retailers whose activity increases during these baseball weekends.

Percy C. Ashcraft, Prince George County Administrator, stated, “The sports tourism industry continues to flourish in our community. With each investment made, the county sees a viable financial return. We will continue to encourage this type of economic growth.”

Employee challenge raises morale

By Charlie Ban
NACo County News

Motivated by friendly competition, eight departments of Henrico County employees square off each year in a test of wits, endurance and might.

The Henrico County Games were born from the combination of a desire to increase employee morale and the tight budget that precluded boosting morale by giving them raises. An anonymous suggestion to the county manager to recognize the employees led the department of human resources’ fitness and wellness division to brainstorm ways to liven the work day and encourage employees to use wellness programs.

“It’s an opportunity to bring folks together, in their departments and throughout the county,” said Liz Stepanek, the fitness and wellness division manager. “The competitions became a way to break down barriers between departments.”

The opportunity to boost employee morale was a crucial part of the planning. Stepanek said her department wanted to reverse the loss of productivity though low employee energy or negative attitudes.

“When employees gripe, complain and gossip about conditions at work, it’s up to the employer to create a positive atmosphere and a cooperative spirit,” she said. “It’s up to the county to solve morale issues.”

Employees face three competitions spread over three months in the fall. A two-mile cross-country run around the county training center in October awards points for finishing places, with the lowest-aggregate team score winning.

November’s mental skills challenge gives teams 15 minutes to accomplish a complex goal with a set of simple props. In 2010, participants had to protect a raw egg from a six-foot drop, using cotton balls, straws, balloons and masking tape. The 2011 competition charged teams with using balloons, tape and pencils to build freestanding towers.

The competition culminates in a double-elimination tug-of-war competition in December.

For two years, the Department of Public Utilities’ team Running Water has won the overall competition.

The program won a lot of praise from participants who liked the county’s responsiveness to employees’ need for recreation.

“It struck a chord with employees who wanted to get involved,” Stepanek said. “It didn’t take much, but we got a lot out of it.” The program’s budget was only a little more than $350, but it accomplished a lot for that price.

Of the employees who participated in the first year’s games, 34 percent had not made prior use of any of the fitness and wellness division’s programs. In the months following the games in 2010, approximately 500 more people per month used the county’s fitness facilities or programs.

“There’s a lot of word-of-mouth and positive peer pressure involved,” Stepanek said. “Employees see their friends and coworkers getting involved training or participating for the games and they want to be a part of it, too.

The enthusiasm from the Henrico County Games has carried over outside of the county’s general wellness program, too. The county had 40 employees participate in the Connects Federal Credit Union Corporate 4-Miler, a race sponsored by the Richmond Sportsbackers, where a women’s team won the military and government division.

Model Programs from the Nation’s Counties highlights award-winning programs.
ANNUAL CONFERENCE
Continued from page 1

The breakout session topics will include tax reform, broadband in underserved areas, modern communications technologies, economic development, maintaining civility in public meetings, funding for public educations, the unfunded mandates commission, the relationship between comprehensive planning and transportation planning (including the role of Geographic Information Systems), budget/finance issues, health care, case studied in regional cooperation, and the development of local stormwater programs.

On Aug. 15, VACo released to its members registration information about the 2012 Annual Conference. The online version of the registration form is available on VACo’s website.

Very shortly the schedule of breakout sessions and other features of the conference should be finalized.

For the most up-to-date information about VACo’s 2012 Annual Conference please check VACo’s website on a regular basis.

NAAKE
Continued from page 1

Naake has watched political tides ebb, flow and turn — both in Sacramento and inside the Beltway. Richard Nixon was president when he first came to NACo as a legislative representative from 1970 to 1974. Ronald Reagan occupied the White House during Naake’s one-year stint as an associate legislative director in the early ’80s. As executive director, he spanned the father-then-son Bush administrations, and the Clinton and Obama years.

Larry Naake greets President Richard Nixon after Nixon signed General Revenue Sharing legislation into law in October 1972.

He laments the political landscape’s increasing polarization and dysfunction over the course of his years in Washington.

“Democrats and Republicans commuted back and forth with each other,” Naake said of a less partisan time, 30 or 40 years ago. “They had picnics on the weekend; they knew each other as people. Now, they demonize each other.”

Despite those changes, Naake led NACo to several accomplishments of which he’s justifiably proud — though quick to share the credit. His proudest achievement, he said, enabled his successes: “Nothing would have happened if I hadn’t put together a first-class, first-rate staff at NACo. Because if you don’t have the right people for the organization, it’s hard to accomplish much.”

Running a close second was taking NACo from the significant budget deficit that existed when he was hired to a reserve of more than its annual operating budget. Creating NACo’s Financial Services Center and Financial Services Corp., and diversifying the association’s income beyond member dues played a major role.

He is especially proud of NACo’s County Leadership Institute that was created on his watch. “We’ve trained a lot of young and not-so-young county officials who have become leaders in NACo and active in their state associations,” he said. “And some have even gone on to other offices at the state and federal levels.”

There are many other achievements such as NACo’s being recognized by the American Society of Association Executives as one of nine outstanding associations in the United States, and meeting the association’s goal of 2,000 members by the year 2000 — then growing it to more than 2,400 counties to date. “To me, it’s recognition by our members that we’re providing them something of value, which is what our purpose is. It’s what it’s all about.”

During Naake’s tenure, NACo has achieved a more than 70 percent success rate on major legislative victories in Congress on key county issues. NACo’s partnership with retired Supreme Court Justice Sandra Day O’Connor’s iCivics program and creation of the Counties Work online game are also a source of pride.

In retirement, he will have no shortage of activity to keep him occupied and fulfilled professionally and personally. He already has several trips scheduled either on NACo’s behalf or to benefit other state associations.

Asked what advice he’d give his successor, with whom he’ll continue to work during a transition period, he said: “Running an association is not a traditional corporate, top-down sort of thing. You’re really an orchestrator and a convener of your staff, the leadership, the board of directors, the members.”

The timing of his retirement seems right, Naake said. “I think we all have a gut feeling about when it’s the right time, and it was the right time, I think for me, and I think the right time for the association.”

Retirement will give him more time to read the political books and fiction he so enjoys; he’s currently finishing a volume on Lyndon Johnson. He and his wife, Joan, enjoy live theater — locally and in New York City. He also plans to kick his exercise routine up a notch to daily versus his current two to three times a week schedule.

“I’ve been getting up and going to work every morning for 45-plus years, so it’s going to be a change having to get up and figure out what to do today, but I’m working on it,” he said.
Employment ads are edited due to space considerations.

To view the full versions, visit www.vaco.org and click on the employment link on the top left corner.

Recreation Program Coordinator/James City County
Recreation Program Coordinator (Special Events/Special Interests), James City County #382. Salary: $34,437/year or higher, DOQ + benefits; James City County Parks & Recreation is seeking an enthusiastic individual with high professionalism and ability to work in a team environment in the planning, development, supervision, management and evaluation of comprehensive county-wide special events and special interests camps, classes and activities for families and individuals of all ages. Work schedule is generally Monday – Friday, 40 hrs/ wk between the hours of 8 a.m.– 5 p.m. to include occasional early mornings, late evenings and weekends. Applications will be accepted until 5 p.m. on Sept. 7. To be considered, submit a County employment application. The application may be downloaded at jamescitycountyva.gov.

Director of Planning/Hanover County
Are you looking for a rewarding job with a dedicated team of professionals that allows you to use all your talents? Then Hanover County is for you. Hanover County is uniquely positioned in the east-central piedmont and coastal plain area and is 90 miles south of Washington D.C. and east of Virginia Beach, and 12 miles north of Richmond. With an estimated population of 101,000, Hanover County has an excellent reputation for being well-managed, as demonstrated through a triple-AAA bond rating and an SPQA Certificate award winner. Hiring range is $98,424 - $132,875, plus excellent benefits. For more information or to apply for this position, please visit our career site at www.hanovercountyjobs.com or call 804-365-6489 (TDD # 365-6140).

Business Supervisor/Henrico County
Job Posting Title: IRC38467
Organizations Name: County of Henrico Department of General Services
Closing Date: This position closes on Monday, Sept. 10.
You apply for positions with Henrico County general government through our online applicant system, which is available 24-hours a day, 7-days a week with an Internet connection. Please access our job site portal through www.henricojobs.com or register (new applicants) or login (returning applicants) to this site from the home page. Compensation Information: Salary Range $43,032 - $77,325

Senior Project Manager/Albemarle County
Salary: $58,488 - $76,978 DOQ/DOE (+) benefits. DEADLINE FOR APPLICATION: Sept. 21. APPLY: Complete job description and on-line applications go to: www.albemarle.org/jobs. NOTE: This position may be under filled as a Project Manager/Inspector. Job description click here Project/Inspector. County of Albemarle, Department of Human Resources, 401 McIntire Road, Charlottesville, VA 22902; (434) 296-5827.

Chief Accountant/Albemarle County
Salary Range: $54,513 - $71,748/Annually. Graduation from an accredited college or university with a bachelor's degree in finance, accounting or related field and a minimum of five years direct work experience in progressively responsible public sector finance and/or accounting, or an equivalent combination of education and experience. APPLY: Full job description and online application www.albemarle.org/jobs. DEADLINE: Open until filled. County of Albemarle, Human Resources Department, 401 McIntire Road, Charlottesville, VA 22902; (434) 296-5827.

Chief of Fire & Emergency Services/Stafford County
(Starting salary range is negotiable and highly competitive, DOQ, with comprehensive benefits). Reporting to the County Administrator, the Chief of Fire & Emergency Medical Services directs all activities and operations of the Stafford County Fire and Rescue Department, a combination department, consisting of 576 professionals, both career and volunteer, and serves as the Chief Fire Marshal for the County. SCFRD responds to about 24,000 calls for service annually and responds from 15 stations that are variously staffed by all career, all volunteer and/ or combined companies. Following the first review date, applications will be screened against criteria provided in this brochure and Stafford County will consider offering interviews to selected candidates. Interviews will be offered by the County to those candidates named as Finalists, with reference checks, background checks and academic verifications conducted after receiving candidates’ permission. For more information, please contact Chuck Rohre at crohre@watersconsulting.com or by calling (214) 466-2436 (direct) or (214) 608-7477 (mobile). Toll free: (877) 356-2924.

County Attorney/King George County
Graduation from an accredited law school with a Juris Doctorate in law; and ten (10) years of experience as a practicing attorney, preferable at least five years as counsel to local government. A license to practice law in the state, member in good standing of the state Virginia Bar Association and valid Virginia State driver’s license. SALARY: Commensurate with Experience and Qualifications. Position open until filled. To apply, go to http://www.king-george.va.us.

Accountant/Hanover County
FINANCE & MANAGEMENT SERVICES -- Hanover County has an excellent opportunity for an Accountant to serve in a County that is recognized for its traditional financial stewardship. The incumbent will be responsible for complex financial accounting, analysis and reporting, GL maintenance, debt service, audit assistance and staff supervision. Bachelor’s degree required, preferably in Accounting, with minimum of 4 years of experience in financial reporting &/or governmental accounting or university with a bachelor’s degree in accounting or auditing experience desired. CPA and/or Auditing professional concentration in accounting or business related field is required. Professional accounting or auditing experience desired. CPA and/or Auditing professional certification preferred. For more information and to apply, visit www.hanovercountyjobs.com or call 804-365-6489 (TDD # 365-6140).

Auditor/Internal/Hanover County
INTERNAL AUDIT – Hanover County, a vibrant and progressive community, is seeking an Internal Auditor to perform audit operations and activities of the County, Schools & other agencies. Demonstrated analytical skills and excellent communications skills, both oral and written, and Bachelor’s degree with concentration in accounting or business related field is required. Professional accounting or auditing experience desired. CPA and/or Auditing professional certification preferred. For more information and to apply please visit our career site at www.hanovercountyjobs.com or call 804-365-6489 (TDD # 365-6140).

Employment Opportunities

Continued on page 11
Division Chief of Construction and Maintenance/Chesterfield County
Chesterfield County (Richmond-Metro Area), a recognized leader and award winning local government, is seeking an experienced, knowledgeable, and professional leader to manage all facets of the county’s construction and facility maintenance operations. The Division Chief will have oversight of the County’s Comprehensive Capital Planning & Construction and Building & Grounds maintenance programs. This recruitment will remain open until Sept. 13 at 5 p.m. Interested applicants should submit an application for employment by visiting www.chesterfield.gov/careers by the stated deadline.

Director of Risk Management/Chesterfield County
Chesterfield County (Richmond-Metro Area), a recognized leader and award winning local government, is seeking an experienced, knowledgeable, and professional leader to lead a comprehensive enterprise risk management program and deliver and promote loss prevention, safety, insurance, risk financing and claims efforts for Chesterfield County and Chesterfield County Public Schools. This recruitment will remain open until Sept. 17 at 5 p.m. Interested applicants should submit a confidential resume with cover letter and salary requirements to: Mary Martin Selby, Director of HR Services Chesterfield County Human Resource Management P.O. Box 40 Chesterfield, VA 23832 E-mail: executivesearch@chesterfield.gov (804) 748-1551

Director of Human Resources/Islé of Wight County
Isle of Wight County seeks an experienced professional to fill the role of Director of Human Resources. The successful candidate should have a thorough knowledge of the functions of local government and will direct the formulation and administration of County personnel policies, procedures and programs. Oversees and directs recruiting, benefits and the Risk Management Programs to ensure compliance and a safe working environment. This position requires a BA/BS degree in Human Resources Management, Public Administration, Business or closely related field and 5 to 8 years of responsible experience in human resources management. Minimum starting salary is $72,522.00 plus benefits and is negotiable. Advance degree preferred, SPHR certification preferred. Interested candidates should submit a County application and resume to: Human Resources, P.O. Box 80, Isle of Wight, VA 23397. Visit our website at www.iwus.net or call us at 757-365-6263. Position is opened until filled.

Emergency Management Coordinator/Gloucester County
Performs administrative and managerial work coordinating the County’s emergency management program. Work includes developing and coordinating emergency plans and procedures for disaster situations, training individuals and groups and serving as County representative/liaison to a variety of federal, state, regional and local agencies associated with emergency management efforts. Employee must exercise initiative and considerable independent judgment in devising and implementing emergency response plans and completing other required tasks. SALARY: $54,864.00 - $82,296.00. Must submit cover letter and resume with online application and list a minimum of three professional references on application. View complete job description at www.gloucesterva.jobs. Position is open until filled. Review of applications begins immediately.

Accounting Supervisor/Powhatan County
This position is responsible for supervision of day-to-day operations for the overall financial functions of the County. Salary negotiable, starting at $43,561, based on qualifications and experience. Excellent benefit package includes participation in the Virginia Retirement System, vacation and sick leave, group life insurance and medical insurance. Submit completed County application, letter of application, detailed resume, salary history and work-related references to: Human Resources, County of Powhatan, 3834 Old Buckingham Road, Powhatan, VA 23139 or email humanresources@powhatanva.gov. Position open until filled. Official Powhatan County applications can be downloaded and printed from the County’s website at www.powhatanva.gov.

Assistant County Administrator/Roanoke County
Roanoke County is well recognized as one of the forward thinking local governments in Virginia. Nestled in the heart of the Blue Ridge Mountains, Roanoke County is a progressive, vibrant community which is oriented towards its citizens and their enjoyment, comfort and protection. Roanoke County is noted for its entrepreneurial spirit, focus on the customer and commitment to 21st century professional management. We embrace change and encourage creativity. Salary Range: $84,900 - $125,000. If you are a team player who believes in proactive leadership, innovation and a commitment to quality service, please check us out at www.roanokecountyya.gov. Deadline for applications is Sept. 12.
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VACo exists to support county officials and to effectively represent, promote and protect the interests of counties to better serve the people of Virginia.

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A county is a territorial division and a unit of local government in some countries. Counties are usually made up of cities, towns, or rural populations. The functions of a county vary from country to country. In the United States, counties are usually government units below the state level. Louisiana has parishes instead of counties, and Alaska has boroughs. The states of Rhode Island and Connecticut do not have county governments at all; counties are geographic, not political. The number and size of counties varies from state to state. County definition: A county is a region of Britain, Ireland, or the USA which has its own local | Meaning, pronunciation, translations and examples. He is living now in his mother's home county of Oxfordshire. Over 50 events are planned throughout the county. Synonyms: province, district, shire More Synonyms of county. More Synonyms of county. COBUILD Advanced English Dictionary. Copyright © HarperCollins Publishers. See related content. Synonyms of "county". French Translation of "county". Translator. Define county. county synonyms, county pronunciation, county translation, English dictionary definition of county. n. pl. counâ€™ties 1. The largest administrative division of most states in the United States. 2. a. A territorial division exercising administrative County - definition of county by The Free Dictionary. https://www.thefreedictionary.com/county. Printer Friendly. Dictionary, Encyclopedia and Thesaurus - The Free Dictionary 11,745,137,908 visitors served.