

County Executive

Prince William County, Virginia

September, 2009

Why Prince William County?

- **Great location** - - Close to but not part of Washington, D.C.
- **One of the wealthiest counties in the US**
- **Excellent higher education available at a great value**
- **PWC Public Schools are rated among the top 5% in the U.S. in test scores and rankings**
- **Low crime rate** - - citizens feel safe
- **AAA Bond rating**
- **Although PWC is a large government, it is still a "manageable" government**
- **Room for future growth**
- **Ideal location for rapid commercial development**
- **Building its own transportation infrastructure**
- **Easy access to air travel and future opportunities for rail and water transit**
- **New Hylton Performing Arts Center now under construction in partnership with George Mason University**
- **Innovation Technology Business Park**
- **Home to the George Mason University Life Science Campus**
- **Well-educated, high income, ethnically diverse and young citizenry**

Living in Prince William County

Prince William County (PWC) is located in northern Virginia, approximately 25 miles southwest of Washington, DC. It is bounded on the north by Fairfax and Loudoun Counties, on the east by the Potomac River (Maryland), on the south by Stafford County and on the west by Fauquier County.

PWC encompasses 348 square miles. The independent cities of Manassas and Manassas Park are included within its boundaries. Federal land accounts for approximately 41,600 acres or 18.7% of the total area and includes Quantico Marine Corps Base, Manassas National Battlefield Park, Prince William Forest Park, Occoquan Bay National Wildlife Refuge and Featherstone National Wildlife Refuge.

PWC's current estimated population is approximately 392,900, an increase of 39.8% since 2000. The density is now 1,162 persons per square mile compared to 831 in 2000. The average annual growth rate has been 4.32% but has slowed considerably since 2007 as a result of the nation's housing recession. PWC is now the third most populous jurisdiction in Virginia behind Fairfax

County and the City of Virginia Beach.

Demographically, according to the Census Bureau's 2007 American Community Survey, 59.7% of the County's population was white, 19.7% was African American, 7.1% was Asian or Pacific Islander, 0.2% was American Indian and/or Alaskan Native, 10.3% was of other races and 3.0% was of two or more races. Approximately 19.2% of the population was of Hispanic origin (any race). In recent decades, the population of Prince William County has become increasingly racially and ethnically diverse. Between 1990 and 2000, the population of African Americans more than doubled (from 25,078 persons to 52,691 persons) and the population of persons of Hispanic origin nearly tripled (from 9,662 persons to 27,338 persons).

As of June 2009, there are an estimated 137,381 housing units in PWC. About two out of every five houses in the County were built since 2000. Of housing units in the County, about 56% are single family detached; 26% are townhouses; and 17% are units in multi-family structures. According to the Metropolitan Information System (MRIS), the average sold price of a home in Prince William County in May 2009 was



\$238,231, which represents a 16.3% decline year-over-year. The total number of units sold in May 2009 in Prince William County was 753, a 4% increase year-over-year. The ratio of homes on the market to homes sold in May 2009 was 3.71 compared to 7.74 in May 2008.

In 2007, the Census Bureau reported that the median household income in Prince William County was \$87,243. The County consistently ranks among the wealthiest counties in the United States and the Washington, D.C. region. The median family income in Prince William County in 2007 was \$93,002; the per capita income was \$34,315.

According to the Census Bureau in 2007 37.4% of adults in Prince William County have bachelors' degrees or higher, compared to 27.5% in the nation as a whole.

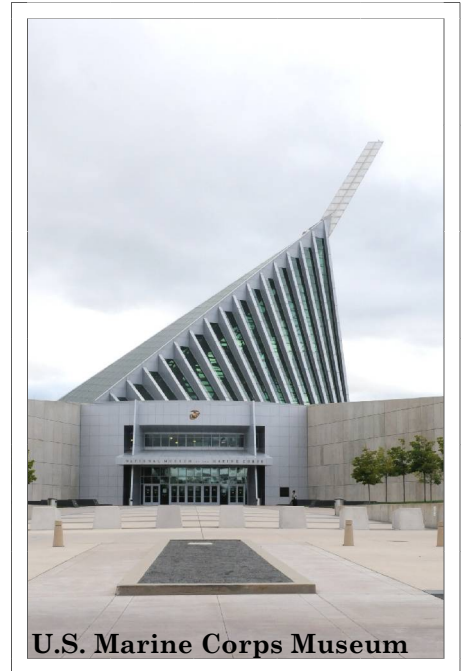
The Prince William County Government

Prince William County was established 278 years ago by the Virginia General Assembly. The Board of County Supervisors (BOCS) has exercised local government powers since its establishment in 1869. Since 1972, Prince William County has had the County Executive form of government. The BOCS has full power to determine the policies covering the financial and business affairs of the County government.

The BOCS includes a directly elected at large Chairman and seven district elected Supervisors. All are elected to partisan four-year terms. The Board appoints a County Executive to act as the County government's chief administrative officer and to execute the Board's policies. The Board also

appoints a County Attorney and several separate Boards and Authorities to administer the operations of certain services. The County provides a full range of local government services including police, fire and rescue, court services, education, development administration, library, water and sewer services, park and recreational services, health and social services, public improvements, planning and general administration.

PWC's FY 2010 total budget is \$2,204,300,598 of which 56.75% of general revenue is allocated to support County Schools. PWC employs 3,570 non-school employees.



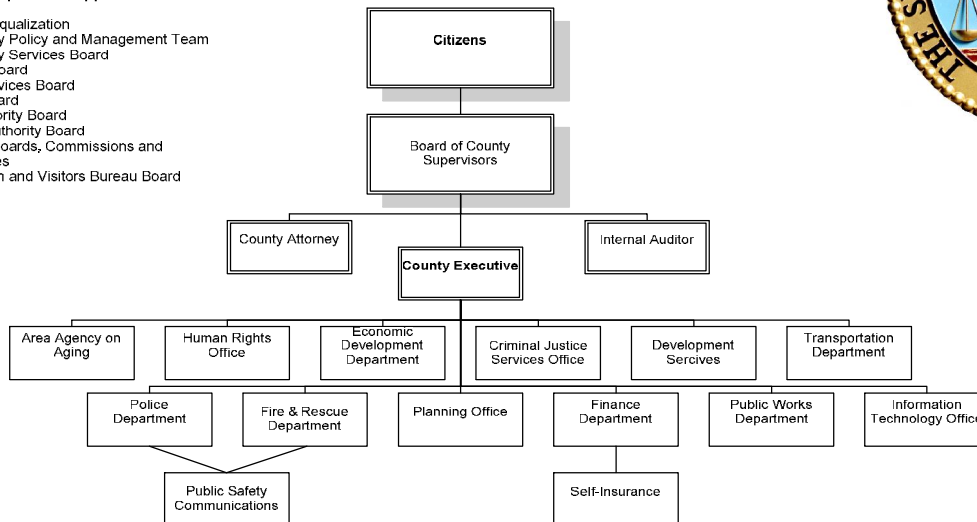
County Organizational Chart

Prince William County, Virginia



Board of Supervisor Appointed Bodies

- Board of Equalization
- Community Policy and Management Team
- Community Services Board
- Housing Board
- Social Services Board
- Library Board
- Park Authority Board
- Service Authority Board
- Advisory Boards, Commissions and Committees
- Convention and Visitors Bureau Board



The Office of the County Executive

The County Executive is the government's chief administrative officer and serves at the pleasure of the Board of County Supervisors. The County Executive implements the Board's policies, provides organizational direction for public policy issues, and manages the operations of the County government. Among the proposals submitted by the County Executive to the Board is an annual budget that recommends funding levels for County programs and services.

The Office of Executive Management includes 55 employees and is headed by the County Executive. This Office incorporates the management and policy coordination activities of the County Executive. Staff members include two Deputy County Executives who provide organizational leadership to the government and oversee the work of selected County departments and programs. This office also employs the Budget Director, the Communications Director, the Development Ombudsman, the Equal Employment Opportunity Officer, the Human Resources Director, the Training and Development Manager and the Internal Auditor (BOCS appointee).

The Mission of the County Executive's Office is to enhance the quality of Prince William County, achieve citizen satisfaction with the government and accomplish the goals of the Board of County Supervisors by successfully managing and leading the changing organization.

Goals, Issues and Opportunities

- BRAC will result in 30,000 military personnel moving to Quantico and Fort Belvoir.
- Prioritize greater commercial growth and coordinate efforts of County agencies to achieve it.
- The national recession has resulted in PWC's ambitious transportation program proceeding slower than planned.
- Revenue loss due to reduction in residential housing values has resulted in staffing reductions and no employee pay raises.
- Issues regarding the County's Illegal Immigration policy - - facts support a positive result.
- Although still in rapid growth mode, PWC is beginning to mature.
- Land Use Chapter of PWC's Comp Plan will be competed in the Fall of 2009.
- Redistricting will likely occur in the Spring of 2011.
- Ongoing examination and support of internal management and operational systems and controls.
- Office of Information Technology issues - - various aspects of the PWC information technology system need to be rebuilt.
- Explore opportunities to regionalize services.
- County government is driven by its statement of *Vision and Values* and has a proven commitment to *Results Oriented Government*.
- Strong management team comprised of well qualified and highly committed personnel.
- Opportunity to replace a few long term employees who will retire .
- Citizen Survey indicates that residents are highly supportive of County government services.

Management and Leadership Characteristics

AREAS OF SPECIAL EXPERTISE

- Commercial development.
- Finance and budget.
- Innovative; embraces new technology and not tied to status quo.
- Self motivated with a "can do" approach to management.
- Committed to both strategic and organizational planning.

INTERPERSONAL CHARACTERISTICS AND PERSONAL QUALITIES

- Although supportive of staff, views self as the primary agent of the

BOCS.

- Candid, direct and objective.
- Committed to public service - - feels self to be part of the organization and not above it.
- Strong character with the courage of his or her convictions and motivated to do what is right.
- Understands the value of marketing.
- Appreciates the need for diversity in the workforce.
- Gets personally involved but does not seek personal public attention.



Rippon Lodge

Management and Leadership Characteristics (Continued)

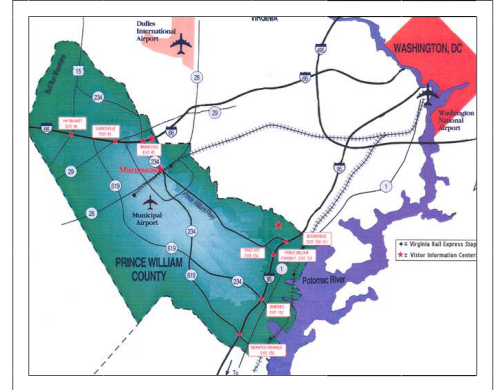
WITH THE BOCS

- Sensitive to politics and Board member constituent issues.
- Able to manage expectations.
- Builds a relationship with the BOCS and each of its members ensuring that each member is equally informed, effectively heard and fairly treated.
- Is honest and straight forward in all dealings with the BOCS.
- Provides full disclosure on issues, with clearly defined options, pros and cons of each and recommendations.
- Fully accepts and enthusiastically implements BOCS directions even when they conflict with his or her recommendations.
- Is helpful and responsive - - provides the BOCS with timely and thorough follow-through including frequent progress reports on ongoing assignments and no surprises.

WITH THE STAFF

- Motivates, leads, delegates, empowers, evaluates performance, holds accountable, takes needed corrective action but does not micromanage staff.
- Understands the propriety of not becoming either a close friend or hero to staff.
- Treats employees even-handedly and fairly and does not play favorites.
- Gives credit for staff's successes.
- Is committed to staff development so that higher level positions can be filled from within rather than from outside.
- Inspires respect, loyalty and commitment to the County.

neighboring cities and counties and various regional organizations.



WITH OTHER GOVERNMENTS

- Explores opportunities to regionalize services.
- Must be an active participant with

Visit Prince William County on the web at

www.pwcgov.org



McCoart Administration Building

Requirements, Application Process and Compensation

Minimum qualifications include a Bachelor's degree (Masters preferred) combined with significant successful executive level management experience gained in a large, complex local government comparable to PWC. Must fully understand public finance and budgeting; must be an effective communicator and have proven Board relations skills as well as effective staff leadership and performance-based management abilities.

This recruitment will remain open until October 16, 2009. Interested applicants should submit a confidential resume with cover letter and present salary to:

Robert E. Slavin, President

SLAVIN MANAGEMENT CONSULTANTS

3040 Holcomb Bridge Road, Suite A-1

Norcross, Georgia 30071

Phone: (770) 449-4656

Fax: (770) 416-0848

www.slavinweb.com

E-mail: slavin@bellsouth.net

The Board of Supervisors is committed to providing a highly competitive salary and benefits package. The details will be negotiated and included in a comprehensive employment agreement.

An Equal Opportunity Employer Committed to Workforce Diversity



Development Services Building