



County of Frederick

Paula A. Nofsinger
Director of Human Resources

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TO: Board of Supervisors
FROM: Paula Nofsinger, Director of Human Resources
DATE: June 16, 2014
SUBJECT: Human Resources Committee Report

The HR Committee met in the First Floor Conference Room at 107 North Kent Street on Friday, June 13, 2014, at 8:00am. Committee members present were: Supervisor Robert Hess, Supervisor Chris Collins, Citizen Member Don Butler, Citizen Member Dorrie Greene, and Citizen Member Beth Lewin. Also present were: EDC Director Patrick Barker and DSS Representatives Delsie Butts and Melody Williams. Supervisor Robert Wells was absent.

***** Items Requiring Action*****

1. Approval of the Employee of the Month Award.

The Committee recommends approval of Correctional Officer George Hosby as the Employee of the Month for June 2014.

*****Items Not Requiring Action*****

1. Presentation by the Director of EDC, Patrick Barker.

At the request of the Committee, Mr. Barker presented an overview of the objectives and responsibilities of the Economic Development Commission. The presentation also provided the Committee an understanding of his department's role, authority, projects, and topics of importance within his department. Presentation Attached.

There being no further business, the meeting was adjourned.

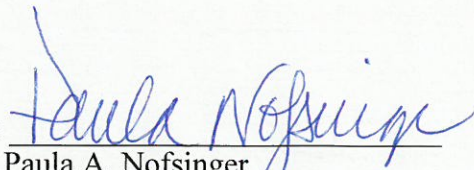
The next HR Committee meeting is scheduled for Friday, July 11, 2014.

Respectfully Submitted,

Human Resources Committee

Robert Hess, Chairman
Robert Wells
Chris Collins
Don Butler
Dorrie Greene
Beth Lewin

By:


Paula A. Nofsinger
Director of Human Resources

Employee of the Month Resolution

for:

George A. Hosby

WHEREAS, the Frederick County Board of Supervisors recognizes that the County's employees are a most important resource; and,

WHEREAS, on September 9, 1992, the Board of Supervisors approved a resolution which established the Employee of the Month award and candidates for the award may be nominated by any County employee; and,

WHEREAS, the Board of Supervisors selects one employee from those nominated, based on the merits of outstanding performance and productivity, positive job attitude and other noteworthy contributions to their department and to the County; and,

WHEREAS, George A. Hosby who serves the Northwestern Regional Adult Detention Center was nominated for Employee of the Month; and,

WHEREAS, George A. Hosby, an Officer who can best be described as an all-round solid performer. He is very dedicated to his chosen profession, is very motivated, always gives 100% at whatever task he is assigned and is always pleasant in dealing with others. Officer Hosby has demonstrated that he is readily available to fill-in during periods of staff shortages and portrays a sound understanding this his availability can easily make a difference in a safe and secure workplace for all the officers; and,

NOW, THEREFORE BE IT RESOLVED, by the Frederick County Board of Supervisors this 25th day of June, 2014, that George A. Hosby is hereby recognized as the Frederick County Employee of the Month for June 2014; and,

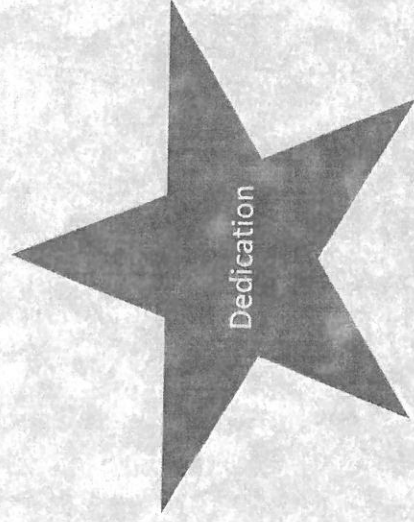
BE IT FURTHER RESOLVED that the Board of Supervisors extends gratitude to George A. Hosby for his outstanding performance and dedicated service and wishes him continued success in future endeavors; and,

BE IT FURTHER RESOLVED, that George A. Hosby is hereby entitled to all of the rights and privileges associated with his award.



County of Frederick, VA
Board of Supervisors

Richard C. Shickle, Chairman

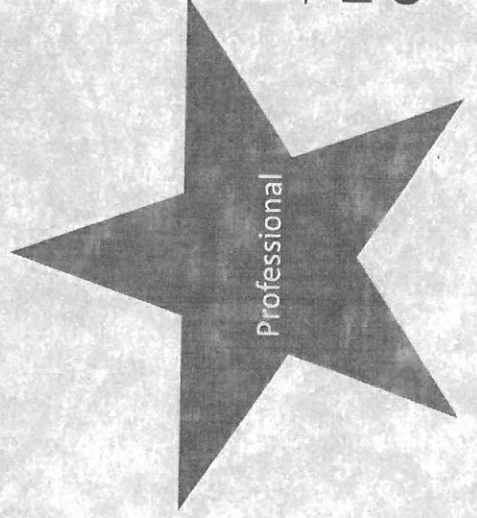
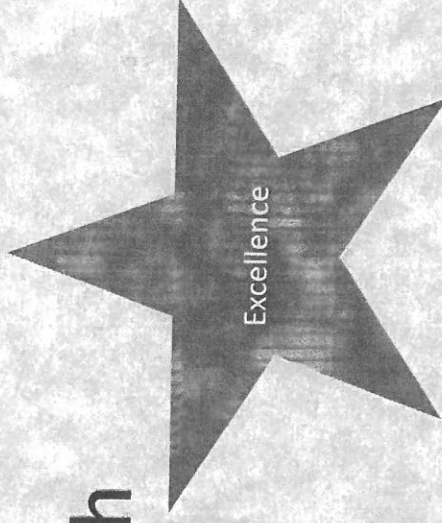
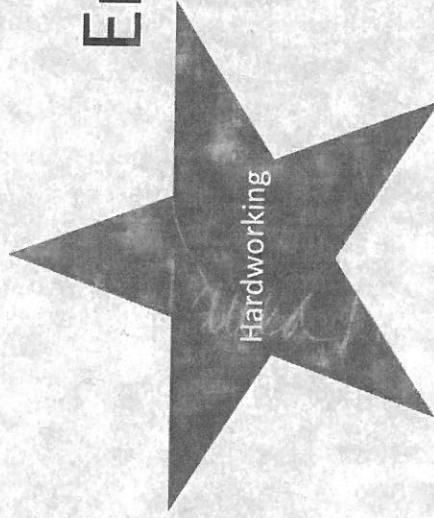


County of Frederick

Employee of the Month

June 2014

George A. Hosby



Richard C. Shickle
Chairman, Board of Supervisors

MEMORANDUM

TO: Paula Nofsinger, HR Director

FROM: James F. Whitley, Superintendent - NRADC

DATE: January 29, 2014

SUBJ: Employee of the Month Nominations

I am submitting the following nominations of NRADC personnel to be considered for Frederick County Employee of the Month.

George Hosby, CO II – Mr. Hosby can best be described as an all-round solid performer. He is very dedicated to his chosen profession as a Correctional Officer. Officer Hosby has demonstrated that he is readily available to fill-in during periods of staff shortages. He portrays a sound understanding that his availability can easily make a difference in a safe and secure workplace for all Officers. Officer Hosby is very motivated; his supervisors attest that he always gives 100% at whatever task he is assigned...and he is always pleasant in dealing with others.

ECONOMIC DEVELOPMENT

FREDERICK COUNTY, VIRGINIA



Frederick County EDA
June 2014

WHAT DOES EDA DO



- Works as a catalyst to enhance the economy of the Frederick County by promoting quality balanced business development.
- Provides a wide array of information and free services designed to help businesses expand or locate operations in the Frederick County, Virginia, area.

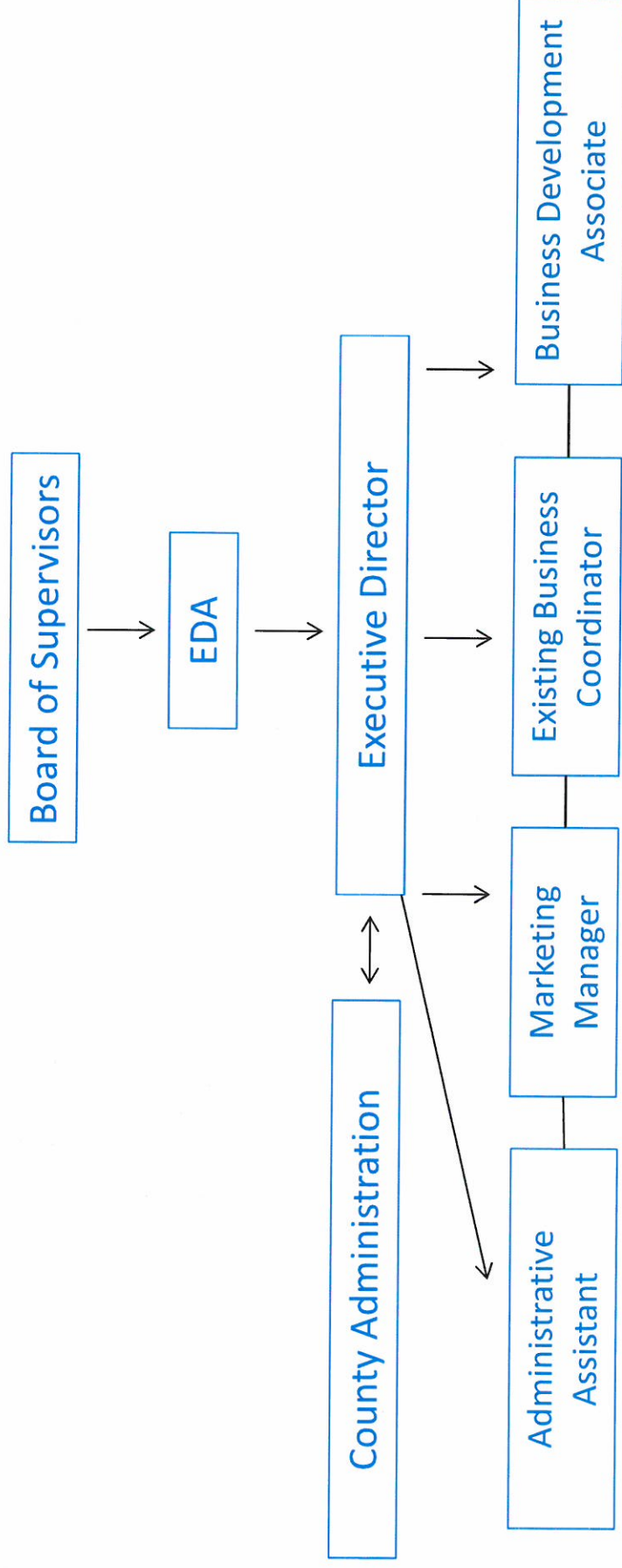
WHAT DOES EDA DO



- Services are available at no cost to clients, and include:
 - Retention and expansion programs
 - Real estate location assistance
 - Local, regional, and state market information
 - Information on zoning, taxes, and government processes
 - Establishing contact with County permitting agencies and obtaining answers to questions that arise
 - Providing orientation information for employees relocating to the community

WHO IS EDA

ECONOMIC DEVELOPMENT
FREDERICK COUNTY, VIRGINIA



WHO IS EDA

ECONOMIC DEVELOPMENT
FREDERICK COUNTY, VIRGINIA

- Patrick Barker, CEcD, Executive Director
- Wendy May, Marketing Manager
- Sally Michaels, Existing Business Coordinator
- Brandie Place, Business Development Associate
- Donna McIlwee, Administrative Assistant



WHO IS EDA

ECONOMIC DEVELOPMENT
FREDERICK COUNTY, VIRGINIA

- Patrick Barker, CEcD, Executive Director
 - Performs strategic planning
 - Leads reactive & proactive client management
 - Manages project negotiation (new & existing)
 - Conducts advanced data analysis
- Wendy May, Marketing Manager
- Sally Michaels, Existing Business Coordinator
- Brandie Place, Business Development Associate
- Donna McIlwee, Administrative Assistant



WHO IS EDA

ECONOMIC DEVELOPMENT
FREDERICK COUNTY, VIRGINIA

- Patrick Barker, CEcD, Executive Director
- Wendy May, Marketing Manager
 - Manages web presence and all publications
 - Creates direct marketing materials
 - Handles all press releases and social media
- Sally Michaels, Existing Business Coordinator
- Brandie Place, Business Development Associate
- Donna McIlwee, Administrative Assistant

WHO IS EDA

ECONOMIC DEVELOPMENT
FREDERICK COUNTY, VIRGINIA

- Patrick Barker, CEcD, Executive Director
- Wendy May, Marketing Manager
- Sally Michaels, Existing Business Coordinator
 - Manages existing business call team
 - Leads career awareness campaign
 - Handles business forums
- Brandie Place, Business Development Associate
- Donna McIlwee, Administrative Assistant

WHO IS EDA

ECONOMIC DEVELOPMENT
FREDERICK COUNTY, VIRGINIA

- Patrick Barker, CEcD, Executive Director
- Wendy May, Marketing Manager
- Sally Michaels, Existing Business Coordinator
- Brandie Place, Business Development Associate
 - Planning and researching external companies and external SS/CRE
 - Executes mid game communication
 - Maintains proactive client database
- Donna McIlwee, Administrative Assistant



WHO IS EDA

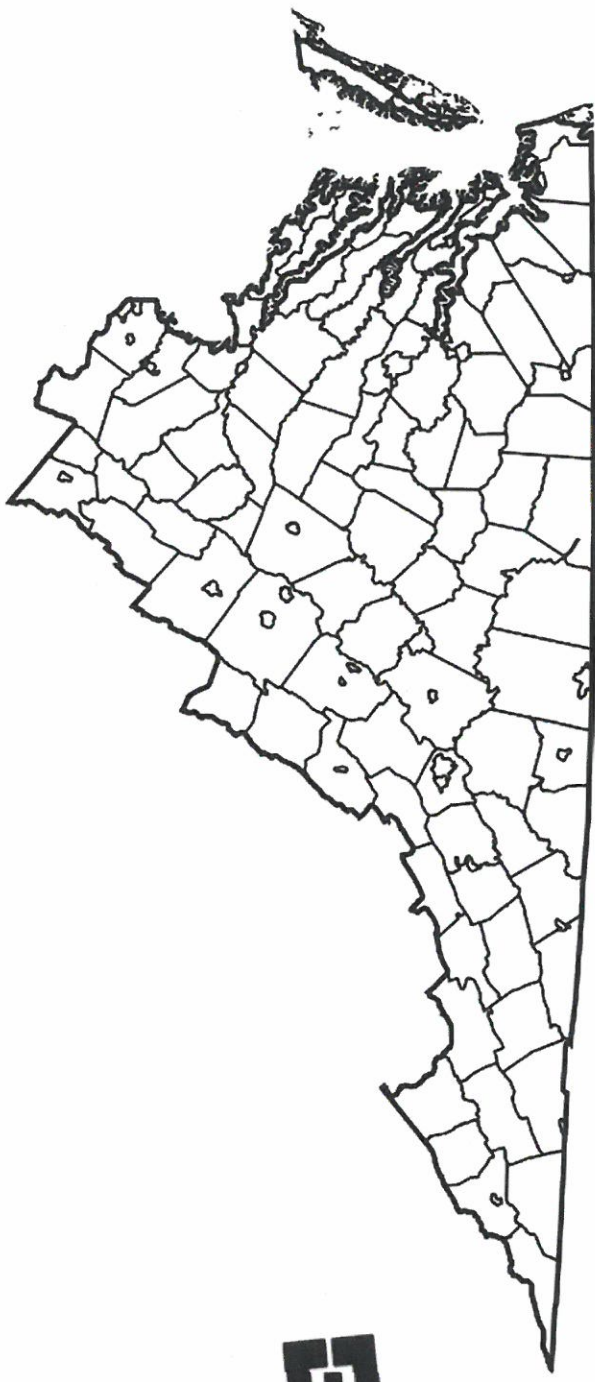
ECONOMIC DEVELOPMENT
FREDERICK COUNTY, VIRGINIA

- Patrick Barker, CEcD, Executive Director
- Wendy May, Marketing Manager
- Sally Michaels, Existing Business Coordinator
- Brandie Place, Business Development Associate
- Donna McIlwee, Administrative Assistant
 - Manages first impressions
 - Processes financial records
 - Handles special projects, as requested
 - Supports staff, as needed



DECADE OF PERFORMANCE

ECONOMIC DEVELOPMENT
FREDERICK COUNTY, VIRGINIA

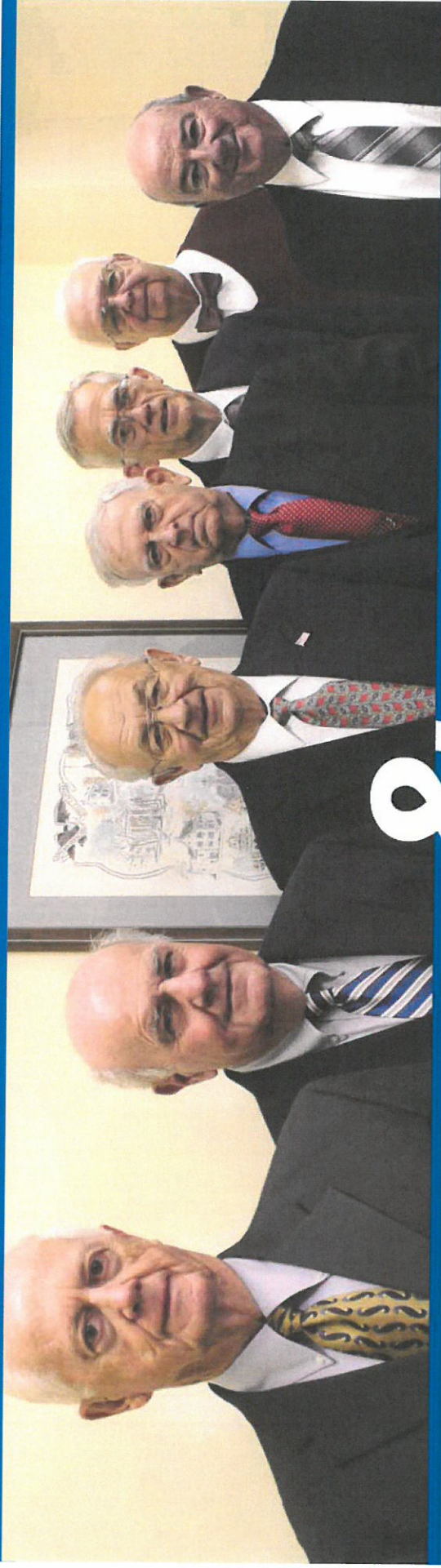


- Top tier among all Counties last 10 years
 - #12 in Capital investment secured | \$730M+
 - #6 in New jobs created | 4,800+ jobs



CALL TEAM

ECONOMIC DEVELOPMENT FREDERICK COUNTY, VIRGINIA



HELPS BUSINESS

- Stay up-to-date on available expansion and workforce development assistance
- Give feedback on issues

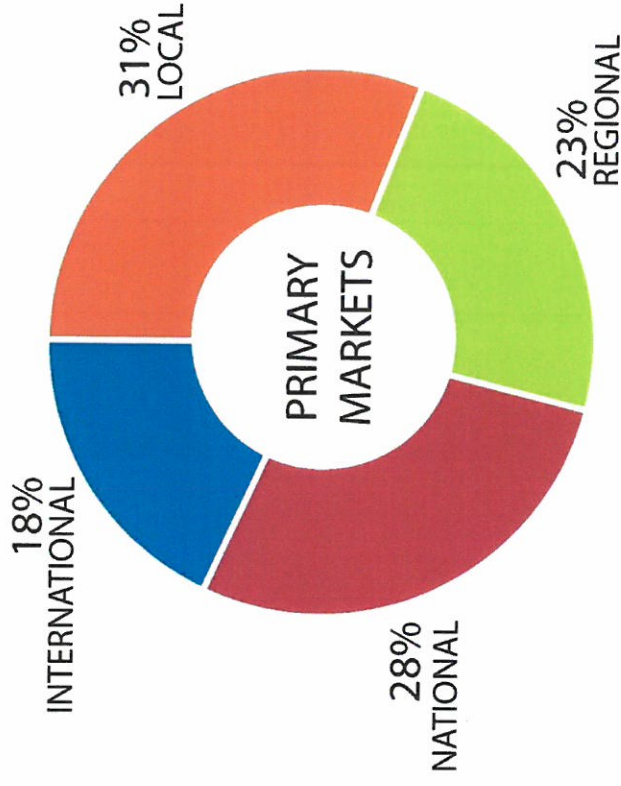


THE COMMUNITY

- Help identify gaps in workforce & business assistance
- Assist in identifying industry trends and broad issues affecting businesses



WHAT DO CALLTEAM REPORTS TELL US?



90%



HAVE CREATED
NEW PRODUCTS
RECENTLY

68%



EXPERIENCING
GROWTH IN
PRIMARY MARKET

39%



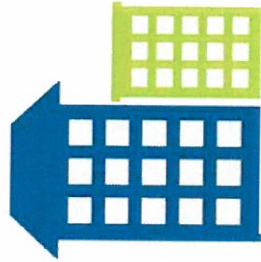
EXPANSION
PLANS IN NEXT
3 YEARS

CAREER AWARENESS

ECONOMIC DEVELOPMENT FREDERICK COUNTY, VIRGINIA

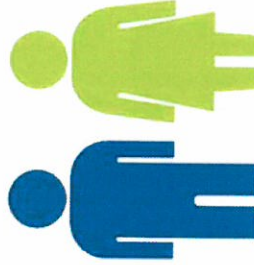


PARTICIPATION SINCE 2000



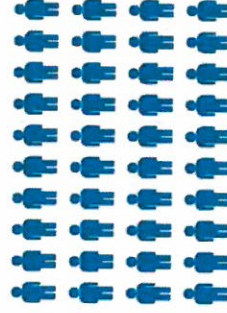
40+

BUSINESSES



1,250+

TEACHERS



5,150+

STUDENTS

PROACTIVE MARKETING

ECONOMIC DEVELOPMENT FREDERICK COUNTY, VIRGINIA

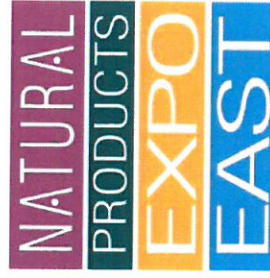
- Current Contacts | 870+
 - Company Contacts from Trade Shows,
 - Marketing Trips
 - VEDP
 - Site Selectors/Corp Real Estate contacts

TARGETED BUSINESSES

BUSINESS SERVICES	DEFENSE & ADVANCED SECURITY	LIFE SCIENCES	FOOD PROCESSING	ASSEMBLY	EXISTING BUSINESS
Software	Manufacturing	Manufacturing	Manufacturing	Manufacturing	Manufacturing
Back Office	R&D	R&D			Back Office
	Software				
	Back Office				

NICHE INDUSTRY TARGETS

IT Service Centers	Small & Medium-scale Manufacturing	Medical Device Manufacturing	Packaged Foods	Medical Focus	Plastics
Regional Headquarters	Life Sciences Applications	Biotech & Pharmaceutical Research	Perishable Foods	Computer & Electronic Products	Printing
Data Centers	Software Development		Organic Foods	Plastic Products	Metal Fabrication
Call Centers (high value add)	Business Services		Beverages	Fabricated Metal Products	Food Processing
Back Office Services					Business Services
Software Design					



MATERIALS

ECONOMIC DEVELOPMENT FREDERICK COUNTY, VIRGINIA

NEWSBREAK

WINCHESTER VA
FREDERICK COUNTY

APRIL 2013

Our region is growing! Companies continue to bring new products, services, and jobs to the region. In April 2013, we celebrated the opening of a new manufacturing facility in the region, which will create 100 new jobs. This is just one of the many ways in which our region is growing and thriving.

FREDERICK COUNTY INTENSIFYING SEARCH TO ATTRACT BUSINESS (ONE STOP)

One Stop is a new service designed to help businesses find the right location for their business. It provides a one-stop service for businesses looking to relocate or expand. The service includes a site selection process, a site visit, and a final decision. The service is free of charge and is available to all businesses.

Virginia.gov

EIGHT days a WEEK

Our region is growing! Companies continue to bring new products, services, and jobs to the region. In April 2013, we celebrated the opening of a new manufacturing facility in the region, which will create 100 new jobs. This is just one of the many ways in which our region is growing and thriving.

Winchester Frederick EDC

Our region is growing! Companies continue to bring new products, services, and jobs to the region. In April 2013, we celebrated the opening of a new manufacturing facility in the region, which will create 100 new jobs. This is just one of the many ways in which our region is growing and thriving.

A YEAR IN REVIEW | 2013

WINCHESTER VA
FREDERICK COUNTY

EXPANSIONS - Existing businesses, the top 100, contributed to the announcement of 111,000 new jobs in 2013.

NEW BUSINESSES - New businesses, the top 100, contributed to the announcement of 111,000 new jobs in 2013.

JOBS CREATED - New jobs created, the top 100, contributed to the announcement of 111,000 new jobs in 2013.

LEARN MORE!

WINCHESTER VA
FREDERICK COUNTY

WELCOME TO WINCHESTER, VIRGINIA

Our region is growing! Companies continue to bring new products, services, and jobs to the region. In April 2013, we celebrated the opening of a new manufacturing facility in the region, which will create 100 new jobs. This is just one of the many ways in which our region is growing and thriving.

WELCOME TO WINCHESTER, VIRGINIA

Our region is growing! Companies continue to bring new products, services, and jobs to the region. In April 2013, we celebrated the opening of a new manufacturing facility in the region, which will create 100 new jobs. This is just one of the many ways in which our region is growing and thriving.

CONSULTANT SURVEY

ECONOMIC DEVELOPMENT FREDERICK COUNTY, VIRGINIA

CORPORATE SURVEY 2013*

Site selection factors

2013

2012

Ranking

1. Availability of skilled labor	95.1	89.4 (3) **
2. Highway accessibility	93.5	90.1 (2)
3. Labor costs ●	90.8	90.8 (1)
4. Occupancy or construction costs	87.4	82.8 (5)
5. Availability of advanced ICT services	84.6	85.1 (4)
6. Available buildings ●	83.3	78.4 (8)
7. Corporate tax rate	82.4	79.3 (7)
8. State and local incentives	81.9	71.1 (13)
9. Low union profile	81.4	73.5 (10)
10. Energy availability and costs ●	80.8	81.3 (6)
11. Tax exemptions	80.6	75.4 (9)
11T. Right-to-work state	80.6	72.6 (11)

HOW DOES THE EDA SELL THE COUNTY

ECONOMIC DEVELOPMENT
FREDERICK COUNTY, VIRGINIA

- All the basics and more...
 - **THE MORE :Your Move. Our Commitment.**
 - Our strategy, Our Brand.
 - Central to this strategy is our community's proven track record
 - Welcoming new quality companies
 - And more importantly providing continual resources and assistance to secure their future



KEY ISSUES

ECONOMIC DEVELOPMENT FREDERICK COUNTY, VIRGINIA

- Staffing
 - Lack of internal advancement possibilities
 - Absence of Research Manager
 - Identify business leads
 - Discover analytical business advantages
 - Salary survey findings
- Operations
 - Product delivery concerns
 - Workforce and business sites
 - Cost factor
 - Within Virginia
 - Global and National economy

PROFESSIONAL DEVELOPMENT

ECONOMIC DEVELOPMENT FREDERICK COUNTY, VIRGINIA

- Strongly prefer employees to commit to professional development
 - Certification for economic development or related field
 - Participate in webinars related to position
- Encourage attendance at state economic development activities
 - Virginia Economic Developers Association
 - Virginia Economic Development Partnership



THANK YOU

