THANK YOU FOR CONSIDERING ALBEMARLE COUNTY.

Albemarle County is one of the most desirable locations in Virginia and in the nation, with an excellent school system, low taxes, low crime and unemployment rates, a skilled and educated workforce, and a wealth of cultural, historic and recreational amenities in a beautiful setting. Our community is energized by entrepreneurship and invention fueled by the University of Virginia, one of the country’s most renowned research institutions. Our focus on innovation, ideas and opportunity make Albemarle an ideal place to live, work and play.

The County enjoys a strong economy, a healthy business presence, a school system among the top 10% in the state, a thriving local arts, music and culture scene, and parks and greenways that celebrate the County’s pastoral setting. The County’s wide variety of educational opportunities include a public school system that has earned the VIP Governor’s Award for Educational Excellence, two of Virginia’s four charter schools, and higher education facilities such as the University of Virginia and Piedmont Virginia Community College.

Albemarle embraces its vibrant local arts and agritourism scene, hosting the Crozet Music Festival each year, as well as showcasing its artisan breweries, wineries, and craft studios through the Monticello Artisan Trail. Shenandoah National Park and the Blue Ridge Parkway touch the western frontier of the County, and Albemarle itself possesses over 4000 acres within its parks system.

This guide will highlight some of the important information that you will need in considering your move to Albemarle County. Welcome home.
Placeholder page for specific position posting.
LOVE WHERE YOU WORK

The County government, with an annual budget of over $350 million in 2015, prides itself in sustaining responsive and accessible services to its citizens, while emphasizing professionalism and efficiency. Albemarle County is recognized for quality services and innovative programs while still maintaining a comparatively low tax rate. The County government takes pride in being One Organization Committed to Excellence, valuing partnership and teamwork opportunities.

One Organization Committed to Excellence

The idea of One Organization, Committed to Excellence is meant to foster a sense of community throughout the organization. It underscores that we are all working together toward the betterment of our community; through sharing of knowledge and resources, collaboration with our colleagues, and working with our community partners and neighboring localities. Albemarle County is committed to a High Performing Organization model. We value creativity, learning, and innovation.

Public Service

Albemarle County employees are passionate about and feel rewarded by their role in helping to build and support their community. Our employees are customer service oriented to all customers, both internal and external, and the appreciation from the community for the delivery of service is gratifying.

Leadership at all levels

Leadership at all levels encourages staff involvement, collaboration, and accountability. Everyone is encouraged to show leadership by looking beyond their individual role to see how their work impacts the broader organization, taking ownership of areas for improvement, thinking about the future, linking with others to address cross-departmental issues, and staying on the cutting edge, professionally.

Total Rewards - Compensation and Benefits

- Salary – Compensation System that incorporates market considerations
- Retirement – participation in the Virginia Retirement System (VRS)
- Competitive Insurance Benefits for Health, Vision, and Dental
- County-paid Life Insurance
- Deferred compensation available
- Holidays / Leave package
  - 12 Days of Holiday Leave
  - 12 Days of Annual Leave (increases with continuous years of service)
  - 12 Days of Sick Leave
  - Other types of paid leave such as Inclement Weather, Emergency, Jury Duty, Election Poll Volunteer, and other types of Administrative leave.
- Supportive of work-life balance
- All locations have free parking
- Social Activities Club hosts events with reduced cost meals, and offers reduced-cost movie tickets
- Annual Reward and Recognition ceremony with reduced cost lunch
- Department-level recognition programs
- Learning and Development – free classes through County course catalog, focus on continuous learning, department budget for additional opportunities, conferences, and professional fees for staff
- Wellness - programs year round to stay healthy and well – free flu shot, free mammogram screenings, lose well weight loss program, discounted rates with local area vendors and gyms, free use of County gym at two main office locations with showers at both
- Free access to Albemarle County Parks year round
- County resident discount for all County employees (regardless of residency)
- Qualifying employer for the Federal Public Service Loan Forgiveness Program
LOVE WHERE YOU LIVE

A community in close proximity to quality housing, quality schools including public, secondary, and private schools, hospitals, shopping and recreational facilities.

Education

Albemarle County Public Schools at a Glance:

- Total students grades pre-K through 12: 13,737
- On-time High School completion rate: 94.3%
- Student to computer ratio:
  1 : 1 (Grade 6 – 12)  2 : 1 (Grade K – 5)
- Average Class Size:
  Elementary: 19.8  Middle: 21.3  High: 21.3
- All of Albemarle schools are accredited by Virginia DOE, 19 of 26 are fully accredited
- Average SAT scores surpass state and national averages by over 35 points on each sub-scale
- 86% of high school graduates pursue post-secondary education
- 76.5% of students taking an AP test received passing scores, compared to state average of 61%

Many private schools in Albemarle serve the County and students from surrounding areas. These include:
- The Covenant School (upper campus)
- Field School of Charlottesville
- The Miller School of Albemarle
- Montessori Community School
- North Branch School
- Peabody School
- St. Anne’s-Belfield School
- Tandem Friends School

Piedmont Virginia Community College offers accessible, affordable, high-quality educational programs that promote student success and community vitality. Each year, more than 500 students transfer from PVCC to a four-year college or university to pursue a bachelor’s degree.

The University of Virginia, with internationally recognized medical, law and business schools, is a major resource for businesses located in the region. Besides collaborative public / private research, the school continues to seek ways to advance the economy of the broader community.

Healthcare

World class medical care is centrally located in Charlottesville. The University of Virginia Health Sciences Center is among the most comprehensive medical facilities in Virginia. It is a Level I trauma center and is rated one of the top 100 hospitals in the country. The Center's hospital includes 591 beds and maintains a special unit for trauma, burns, intensive care, dialysis, newborn, and coronary care.

Completed in 2012, the Hospital offers the latest advances in health care delivery and is the recipient of multiple awards and accreditations.

Sentara’s Martha Jefferson Regional Hospital, with 201 beds, also provides a full range of medical services and emergency care.

The Thomas Jefferson Health District administers public health services. Six private clinics provide specialized medical care and counseling.

Housing

The region has a plentiful supply of quality housing in urban, suburban and rural environments. From the Charlottesville Area Association of Realtors 2015 Year-End Highlights: “Home sales in Greater Charlottesville have now increased for four consecutive years as the 3,282 homes sold in 2015 marked the highest level since 2006. Pricing remained steady with a median sales price of $270,000 for the year, unchanged from 2014 and 10.2% higher than the 2011 bottom of $245,000. Inventory is 16.5% lower than this time last year, the lowest level since year-end 2005. Half the homes sold in 2015 were on the market 46 days or less, a six-day improvement from the median DOM of 2014 and the lowest level since 2006.”
LOVE TO PLAY...

Albemarle County is one of the most desirable locations in Virginia and in the nation, with a wealth of cultural, historic and recreational amenities in a beautiful setting. We have a very strong local food and beverage culture, and a well established and widely recognized reputation for wine and beer tourism. We value open space and natural resources and our extensive park system is one reflection of our efforts to be good stewards of the beautiful natural environment of our County.

Recreation
The area offers a variety of recreational opportunities both of the indoor and outdoor variety. Central Virginia provides a unique combination of heritage and nature with a nod to those desiring a more refined lifestyle. The Shenandoah National Park, The Blue Ridge Mountains, the James and Rivanna Rivers provide a variety of recreational opportunities; tourists and local residents alike visit many area resorts, inns, and more than 30 wineries add to the backdrop of largely agricultural settings and mountain views.

Blue Ridge Parkway
The Blue Ridge Parkway’s 469 miles begin just west of Albemarle County, connecting outstanding opportunities for camping, hiking, fishing and swimming, bloom and wildlife watching, bicycling, shopping and more throughout Virginia and North Carolina. Nearby highlights include Humpback Rocks, with hiking for all ages and abilities, picnicking and camping locations amid the rocks’ natural beauty, and interactive programs during the summer months to demonstrate mountain crafts and skills.

The Appalachian Trail
Part of the 2,180 mile footpath that is the Appalachian Trail goes right through our backyard, passing through Shenandoah National Park. The trail incorporates conservation efforts, youth workshops, and opportunities to work on a volunteer trail crew, in addition to the infinite locations for a scenic hike.

The Brew Ridge Trail
Popular craft breweries are creating phenomenal products in scenic locations and, of course, Albemarle County is one! Many craft breweries and distilleries can be found on the Brew Ridge Trail, which celebrates the craft beer industry in Nelson and Albemarle Counties. Visit Blue Mountain Brewery, Devils Backbone Brewing Company, Wild Wolf Brewing Company, Blue Mountain Barrel House, Starr Hill, and South Street for a delicious and fun craft beer experience.

The Monticello Wine Trail
Discover the Birthplace of American Wine. The Commonwealth of Virginia is the 5th largest producer of wine in the United States, with the Monticello Wine Trail as its crown-jewel, truly fulfilling Jefferson’s vision of winemaking in Virginia. The Monticello Wine Trail’s 30 vineyards offer visitors the chance to tour boutique wineries that produce small quantities of high-quality wines to share with family, friends and visitors. Over half of Virginia’s 2,000 vineyard acres are located in the Monticello area and its surrounding counties. The Monticello Wine Trail also hosts an annual event, “Taste of Monticello Wine Trail.”

Monticello Golf Trail
Green Golfing takes on a whole new meaning with the addition of the World’s First Green Golf Trail, the Monticello Golf Trail. Here you can enjoy the game and maintain your commitment to environmental sustainability.

Monticello Artisan Trail
Launched in 2011, the Monticello Artisan Trail connects visitors to local artisans studios and retail galleries, events, workshops, restaurants, lodging and various landscapes. The trail was so successful in 2012 that it received the Tourism Achievement Award from the Charlottesville / Albemarle Convention & Visitors Bureau. Travel the Monticello Trail and discover the beauty of the mountains and valleys that local artisans call home. A wonderful place to explore with family and friends, it will surely create lasting memories.

Mint Springs Park
Located on 520 acres, Mint Springs Park offers a great summer experience. Visitors can choose from activities such as swimming, hiking, biking, grilling, fishing and boating. In addition to sand beaches, Mint Springs also offers 2 picnic shelters with open grills and electricity.
**Beaver Creek Park**
Beaver Creek Park contains more than 200 acres, over half of which are covered in water. This provides great opportunities for picnicking, fishing and boating. The lake is stocked with sunfish, channel catfish, and largemouth bass which provides a great fishing experience.

**Patricia Ann Byrom Forest Preserve Park**
Patricia Ann Byrom Forest Preserve Park is known for its steep and strenuous trails. Visitors use these trails for hiking, running and even horseback riding. Various wildlife are often spotted on Little Flat Mountain Loop and Blackwell’s Hollow Trail leading to Catfish Rock, which offers breathtaking views of the County.

**Shenandoah National Park**
Shenandoah National Park, one of America’s premier national parks encompassing nearly 80,000 acres of wilderness, waterfalls, and the Blue Ridge Mountains passes through our County, offering the opportunity for horseback riding, camping, hiking, bicycling, and the chance to encounter wildlife from deer to black bears.

**Virginia Blue Ridge Railway Trail**
Opened in 2003, the Virginia Blue Ridge Railway Trail follows the former route of the longest running, commercially successful short-line in American History. The Trail runs from Nelson County to Amherst County and offers a pleasant experience for those walking, running, biking or horseback riding. Extending over six miles, the trail offers scenic views as it runs along the Piney and Tye Rivers.

**Bicycle Route 76**
Bicycle Route 76, also known as the TransAmerica Route, was one of the First US Bicycle routes designated in 1982 and spans the state of Virginia from east to west. Route 76 passes straight through historic Albemarle County and connects to the most visited unit of America’s National Park Service, the Blue Ridge Parkway. As the route exits, Charlottesville’s Garth Road leads bikers into the rural and beautiful White Hall area before entering Crozet and up Afton Mountain. Just south of Afton Mountain where the Blue Ridge Parkway begins, Route 76 runs along the Parkway for 25 miles offering bikers breathtaking views of the surrounding areas.

**George Washington & Jefferson National Forests**
The George Washington and Jefferson National Forests allow outdoor enthusiasts the opportunity to participate in a number of great outdoor activities. Comprising over 1.6 of the 1.8 million acres of the Forests, Virginia offers an incredible amount of things to do for lovers of the outdoors. Visitors come to hike, mountain bike, camp, fish, cross-country ski or simply enjoy nature. There are 2,000 miles of hiking trails which include 330 miles of the Appalachian National Scenic Trail. The Forests also comprise nearly 80 percent of the public hunting lands in Virginia, with 75 percent of Virginia hunters hunting in the National Forests.

**Shopping & Entertainment**
The region is home to a diverse array of shopping opportunities including: a traditional indoor mall at Fashion Square Mall, the shops at Barracks Road, several retailers at Albermarle Square, Hollymead Towne Center, The Shops at Stonefield and, Fifth Street Station (under construction). The dozens of niche shops and restaurants on Charlottesville’s Downtown Mall are certainly the most active of the several historic downtown destinations around the area.

Charlottesville has a thriving open-air, pedestrian mall. The neighboring towns of Culpeper, Orange, Gordonsville, Lovingston, Palmyra, and Stanardsville all have historic downtowns that are marked by restaurants with outside dining, coffee shops, motion picture and live performance theaters, art galleries and a variety of businesses. Outside operas and musical plays are performed at Ashlawn, home of James Monroe, and steeplechase races are held at Foxfield and Montpelier, home of James Madison. Nearby Staunton hosts the American Shakespeare Center and Blackfriar’s Playhouse, the world’s only recreation of Shakespeare’s indoor theatre.

**Historical Attractions**
World-renowned landmarks in Thomas Jefferson’s Monticello and The University of Virginia (UVA) are in Albemarle County, both UNESCO World Heritage Sites and National Landmarks. Additionally, Presidents Madison and Monroe made their homes here. Historical attractions include, Ash-Lawn Highland, Michie Tavern, Montpelier and Monticello.

The Presidents’ Pass, a combination discounted ticket for touring Monticello, Ash Lawn-Highland, and Michie Tavern, ca. 1784 Museum can be purchased from any of these three participating sites.
Placeholder page for specific position posting.