

BOARD OF SUPERVISORS MINUTES

JANUARY 25, 2022

At a Worksession of the Orange County Board of Supervisors held on Tuesday, January 25, 2022, beginning at 4:00 p.m., in the Meeting Room of the Public Safety Building, 11282 Government Center Drive, Orange, Virginia. Present: R. Mark Johnson, Chairman; James P. Crozier, Vice Chairman; James K. White; Keith F. Marshall; and Lee H. Frame. Also present: Theodore L. Voorhees, County Administrator; Thomas E. Lacheney, County Attorney; and Alyson A. Simpson, Chief Deputy Clerk.

RE: REVISIONS TO THE DECENNIAL REDISTRICTING PLAN

Jim Whipp, GIS Analyst, explained that, while the Board had completed its work related to the Decennial Redistricting in November 2021, the Virginia Redistricting Commission responsible for the statewide redistricting did not complete its work until recent weeks. He stated that once the Commission released its final maps and he compared those maps to the County's adopted maps, he learned that the precincts in both Districts Two and Three were split, which was not allowed.

Mr. Whipp presented new map exhibits with staff's recommended changes, which included adjusting the dividing line between the west and east precincts in District Two. The recommendation also included shifting the dividing line between the west and east precincts in District Three, in addition to creating a District Three Town precinct for the Town of Orange boundaries. Mr. Whipp clarified that the issue was with the precinct boundaries only and there were no changes recommended for district boundaries or polling place locations at this time.

Discussion ensued among the Board regarding: the dividing line for the precinct boundaries in District Three; the need to explain the difference in population in Districts Four and Five as part of the submission to the Attorney General; and whether the proposed boundary lines would satisfy the metes and bounds description requirements of the Code of Virginia.

By consensus, the Board authorized staff to advertise for and schedule a Public Hearing on the revisions to the Decennial Redistricting Plan on Tuesday, February 8, 2022, as presented.

RE: EMPLOYEE PAID LEAVE BENEFITS

Jenny Carpenter, Human Resources Director, reviewed a PowerPoint presentation with the Board regarding the County's various paid leave benefits for its employees. The presentation included information on the following: the objective of providing paid leave; an overview of the types of leave and accrual rates; a summary of the localities surveyed for comparative data; and a list of recommended changes.

Discussion ensued among the Board regarding: the definition of a Hybrid employee; the concept of providing short-term disability for all employees versus long-term disability; the fact that implementing the recommended changes would put the County ahead of competitors; whether any of the surrounding localities had made recent adjustments to accrual rates; support for moving all employees to the same type of leave; tracking accrual maximums in order to manage financial liability; whether there were Federal or State laws to consider; and where the issue of leave benefits fit in the overall employee engagement survey.

By consensus, the Board requested that staff adjust the recommendations and bring the matter back for further discussion at a future worksession.

RE: ADJOURN

There being no further business to discuss, the Board concluded its Worksession and continued to its Regular Meeting at 4:54 p.m.

R. Mark Johnson, Chairman

Theodore L. Voorhees, County Administrator