At a Worksession of the Orange County Board of Supervisors held on Tuesday, February 8, 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: SMART SCALE ROUND 5; PROJECT DEVELOPMENT

E. Alan Saunders, Louisa Resident Engineer, presented a PowerPoint presentation to the Board, which included information on the following: development of the projects for the upcoming Smart Scale application cycle; the Smart Scale Route 5 schedule; a review of previous Smart Scale applications and outcomes; an updated summary of VDOT's project recommendations; and next steps in the Smart Scale process, including finalizing the list of projects to be submitted so that VDOT staff could refine the projects and assist staff in the development of necessary materials to include during pre-application.

Discussion ensued among the Board regarding: the functional classification of Route 3; updates to functional classifications; the type of project or improvement recommended for each intersection; identifying ways to trim project costs; and the ability to finalize project scopes after the pre-application process.

By consensus, the Board directed staff to begin working with VDOT on development of the necessary materials for the recommended Smart Scale projects, to be submitted by the pre-application deadline of April 1, 2022.

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, which had been updated following the Board's discussion at its Worksession on January 25, 2022. The presentation included information on the following: amenable recommendations previously identified by the Board; further discussion related to employer-paid short-term and long-term disability; further discussion related to maximum leave accruals; and adjusted proposals to accrual rates.

Discussion ensued among the Board regarding: amendments to the donated sick leave policy; whether changes were proposed to maximum leave balances; the increase in accruals for Hybrid employees once sick leave was factored; the desire to be competitive among other localities, but not necessarily at the top; the idea that other localities would probably make accrual rate adjustments in the near future; the ability to project additional staff that may be necessary to cover additional time off; the idea that leave benefits should not become a major factor of recruitment; and the idea that increases in accrual rates would eventually add up to additional costs over time.

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

RE: ADJOURN

There being no further business to discuss, the Board concluded its Worksession and continued to its Regular Meeting at 4:53 p.m.

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R. Mark Johnson, Chairman Theodore L. Voorhees, County Administrator