

BOARD OF SUPERVISORS MINUTES

FEBRUARY 22, 2022

At a Worksession of the Orange County Board of Supervisors held on Tuesday, February 22, 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; Eric M. Lansing, Assistant County Attorney; and Alyson A. Simpson, Chief Deputy Clerk.

RE: MEMORANDUM OF UNDERSTANDING (MOU) WITH THE VOLUNTEER FIRE COMPANIES

Theodore L. Voorhees, County Administrator, explained that for several years, the County and the Volunteer Fire Chiefs Association had been working to develop a Memorandum of Understanding (MOU) to outline each party's contributions to the provision of fire and rescue services in Orange County. As such, he presented a final draft of said MOU to the Board for discussion.

Discussion ensued among the Board regarding: feedback from the Volunteer Fire Chiefs Association; defined contributions by both the County and the volunteers; the hope that the volunteer companies would now have more time to focus on providing emergency services; the additional contribution for Lake of the Woods Rescue; a budget review versus a full audit; providing a standard for "checks and balances" and financial transparency in the volunteer companies; budgeting expectations; borrowing limitations; the need to identify the "rent" component for County units housed at volunteer stations; and whether there were separate rent agreements.

By consensus, the Board requested that staff review the components of the draft Memorandum of Understanding and bring the matter back for additional discussion at the worksession on March 22, 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 worksessions on January 25, 2022 and February 8, 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; maximum leave accruals; and adjusted proposals to accrual rates. Ms. Carpenter also explained requirements for use of time off and staffing factors utilized to cover additional time off.

Discussion ensued among the Board regarding: short-term and long-term disability; a review of time off requirements; and a review of the proposed adjusted annual leave accrual rates.

By consensus, the Board agreed to move forward with providing employer-paid short-term disability and long-term disability for all employees, beginning during the upcoming Open Enrollment period, and directed staff to present the Personnel Policy amendments related to paid leave benefits for adoption at the meeting on March 8, 2022.

RE: PUBLIC COMMENT

At the pleasure of the Chairman, Jordan Marshall shared brief remarks regarding the recent fire at Unionville Tire and thanked the County's staff and volunteers involved in extinguishing the fire.

RE: ADJOURN

There being no further business to discuss, the Board concluded its Worksession and continued to its Regular Meeting at 4:50 p.m.

R. Mark Johnson, Chairman

Theodore L. Voorhees, County Administrator