

BOARD OF SUPERVISORS MINUTES

APRIL 25, 2023

At a Worksession of the Orange County Board of Supervisors held on Tuesday, April 25, 2023, beginning at 4:30 p.m., in the Meeting Room of the Public Safety Building, 11282 Government Center Drive, Orange, Virginia. Present: R. Mark Johnson, Chairman; Lee H. Frame, Vice Chairman; James K. White; Keith F. Marshall; and James P. Crozier. Also present: Theodore L. Voorhees, County Administrator; Thomas E. Lacheney, County Attorney; and Alyson A. Simpson, Chief Deputy Clerk.

RE: PERSONNEL POLICIES UPDATE PROCESS; SECTION 4 (COMPENSATION AND BENEFITS)

Theodore L. Voorhees, County Administrator, explained that a process had been initiated to review the existing Orange County Personnel Policy Manual in a systematic way that would result in an updated manual of Board personnel policies while removing outdated policies and reclassifying certain policies to the County Administrator. That process began with a Worksession in December, 2022, and has continued with a series of other Worksessions. Mr. Voorhees indicated that review and discussion was now shifted to Section 4 of the Manual.

Mr. Voorhees presented and reviewed the proposed classification of and amendments to the twenty (20) policies contained in Section 4 - Compensation and Benefits. He then opened the floor for discussion among the Board.

Discussion ensued among the Board regarding: the fact that salaries were approved during the Board's annual budgeting process; the fact that the financial components of these policies were largely addressed during the annual budgeting process as well; development of an overall Board of Supervisors policy statement on compensation and benefits expectations; the Board's involvement in the health insurance program decision-making and various components, particularly those with financial impacts; the remaining policy sections to be reviewed; and the process for bringing all of the policies back to the Board for final adoption.

By consensus, the Board agreed to policies in Section 4 that would remain Board policies and those that would be reclassified as administrative policies, understanding the Board policies, as revised, would be presented for formal adoption at a future date.

RE: ADJOURN

There being no further business to discuss, the Board concluded its Worksession at 4:41 p.m.

R. Mark Johnson, Chairman

Theodore L. Voorhees, County Administrator