

BOARD OF SUPERVISORS MINUTES

MAY 23, 2023

At a Worksession of the Orange County Board of Supervisors held on Tuesday, May 23, 2023, 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; 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.

* Mr. White arrived at 4:42 p.m.

RE: POINT-IN-TIME COUNT PRESENTATION

Rebecca Wareham, Program Coordinator with Foothills Housing Network, on behalf of the Rappahannock-Rapidan Regional Commission, presented a PowerPoint presentation regarding the recent *Point-in-Time Count*, which included information on the following: the purpose of the point-in-time count for those experiencing homelessness; survey results from the 2023 count; a comparison of counts over the last five years; racial disparity in the region's crisis housing system; the number of children represented in the point-in-time count; a year-over-year comparison of unsheltered individuals; homelessness among veterans; survey results broken down by locality; photos of some of the survey respondents and encampments; and key takeaways from this year's survey.

Discussion ensued among the Board regarding: the definition of homelessness for HUD versus society's definition; recent changes in Federal funding available to assist with homelessness; whether the survey had been impacted by illegal immigration; trends on veteran homelessness; the fact there was no coverage by the Department of Veterans Services specific to the region; additional agency relationships to pursue; the general location of the homeless population; systematic flaws in the way the survey gets conducted; the lack of support and resources for the homeless to apply and receive social security and disability income; and the fact the trends seen in this survey were consistent across the region.

The Board thanked Ms. Wareham for her presentation.

RE: PERSONNEL POLICIES UPDATE PROCESS; SECTION 5 (LEAVES OF ABSENCE) AND SECTION 6 (SEPARATIONS)

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Policy Manual in a systematic way that would result in an updated manual of Board personnel policies while removing outdated policies and reclassifying certain policies to the County Administrator.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 5 and Section 6 of the Manual.

Mr. Voorhees presented and reviewed the proposed classification of and amendments to the eleven (11) policies contained in Section 5 - Leaves of Absence and the four (4) policies contained in Section 6 - Separations. He then opened the floor for discussion among the Board.

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Discussion ensued among the Board regarding: clarification on when to pay time-and-a-half versus straight time when an employee has used annual leave; situations that would prompt the use of acting pay; and the need to emphasize employee performance evaluations, not just as they related to Policy 6.2, but across the organization as a whole.

By consensus, the Board agreed to policies in Section 5 and Section 6 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 4:46 p.m.

R. Mark Johnson, Chairman

Theodore L. Voorhees, County Administrator