

BOARD OF SUPERVISORS MINUTES

SEPTEMBER 26, 2023

At a Worksession of the Orange County Board of Supervisors held on Tuesday, September 26, 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 Crystal D. Hale. Also present: Theodore L. Voorhees, County Administrator; Thomas E. Lacheney, County Attorney; and Alyson A. Simpson, Chief Deputy Clerk.

RE: CONSIDERATION OF REVISED PERSONNEL POLICIES DESIGNATED FOR THE BOARD OF SUPERVISORS

Theodore L. Voorhees, County Administrator, explained that, beginning in December 2022, staff and the Board worked through a series of worksessions to review the current personnel policies with the goal of 1) deleting outdated policies; 2) properly classifying Board of Supervisors' personnel policies while delegating other policies to the Administration; and 3) ending with an updated manual of personnel policies. He noted that once the worksessions were complete, staff began reviewing and updating each of the personnel policies, both reformatting the policies to an updated layout and implementing the changes previously discussed with the Board.

Mr. Voorhees stated the goal was to complete all of the personnel policies so the entire manual could be presented to the Board for review (Administration policies) and adoption (Board policies). However, with Supervisor Frame's retirement, and the fact he was an integral part of this process, staff shifted focus to the Board policies so they could be presented for consideration at this time. Mr. Voorhees announced that work would resume on the Administration policies, which would still be presented to the Board for review at a later date.

Mr. Voorhees concluded by requesting the reserved right to renumber the Board's policies, as the Table of Contents and order of policies could change, and the reserved right to update policy cross-references upon completion of the work. He presented the proposed policies for consideration.

On the motion of Mr. Frame, seconded by Mr. White, which carried by a vote of 5-0, the Board adopted the revised Board of Supervisors' personnel policies, as presented.

Ayes: Johnson, White, Marshall, Hale, Frame. Nays: None.

RE: ADJOURN

There being no further business to discuss, the Board concluded its Worksession at 4:40 p.m.

R. Mark Johnson, Chairman

Theodore L. Voorhees, County Administrator