

## BOARD OF SUPERVISORS MINUTES

JANUARY 23, 2024

At a Worksession of the Orange County Board of Supervisors held on Tuesday, January 23, 2024, 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; Keith F. Marshall, Vice Chairman; Eduward M. Van Hoven; Crystal D. Hale; and J. Bryan Nicol. Also present: Theodore L. Voorhees, County Administrator; Thomas E. Lacheney, County Attorney; and Alyson A. Simpson, Chief Deputy Clerk.

RE: REASSESSMENT UPDATE; DEPARTMENT SET-UP AND STAFF RECRUITMENT PROCESS

Glenda Bradley, Deputy County Administrator, provided an update to the Board on establishment of the Reassessment Department and recruitment of the County Assessor. She indicated that an offer for the Assessor position had recently been declined and recruitment of the desired candidate was proving difficult in the current labor market. As such, the County's consultant had recommended considering alternatives in the meantime.

Ms. Bradley stated that the first option was to move forward with the planned reassessment for 2025 through use of a contracted assessment firm. She reviewed the estimated cost of using a firm and indicated this option would allow the reassessment to happen as planned, while recruitment efforts for the Assessor continued. The second option would be to continue with the ongoing recruitment efforts and delay the reassessment until 2026, which was the maximum allowable time under the Code of Virginia. This option would allow additional time to complete the staff recruitment, but would delay updating the real estate values for another year.

Discussion ensued among the Board regarding: real estate values falling below the 70% threshold for assessment to sales ratio, which was the benchmark examined by the State; whether the reassessment deadline could realistically be met at this point without use of a contracted firm, even if an employment offer was extended now; how the advertised salary range for the Assessor was determined; the necessary steps to go through to select a contracted firm and the associated risks with using a firm; use of available technology to lower the potential contract price; the timing to decide on use of a contracted firm; doubts with achieving the goal for the 2025 reassessment at this time; and potential use of a recruiting firm to assist with the staff to be hired.

By consensus, the Board requested an additional update on the recruitment efforts at a future meeting, following staff's ability to consider some of the options and recommendations.

RE: ADJOURN

There being no further business to discuss, the Board concluded its Worksession at 4:57 p.m.

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R. Mark Johnson, Chairman

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Theodore L. Voorhees, County Administrator