BOARD OF SUPERVISORS MINUTES **JULY 22, 2025**

At a Regular Meeting of the Orange County Board of Supervisors held on Tuesday, July 22, 2025, beginning at 5:00 p.m., in the Meeting Room of the Public Safety Building, 11282 Government Center Drive, Orange, Virginia. Present: R. Mark Johnson, Chairman; Eduward M. Van Hoven, Vice Chairman; Crystal D. Hale, Keith F. Marshall and J. Bryan Nicol. Absent: None. Also present: Glenda B. Paul, Interim County Administrator; Amy Wilson, County Attorney; and LaToya M. Smith, Chief Deputy Clerk.

RE: ADOPTION OF AGENDA

On the motion of Mr. Nicol, seconded by Ms. Hale, which carried by a vote of 5-0, the Board adopted the agenda, as presented. Ayes: Nicol, Johnson, Hale, Marshall, Van Hoven. Nays: None. Absent: None.

RE: SPECIAL PRESENTATIONS AND APPEARANCES

Glenda Paul, Interim County Administrator, presented a slideshow update to the Board on the progress of incorporating a program component into the County's budgeting process. Ms. Paul outlined the initial steps taken, highlighted the key benefits and challenges, and previewed the anticipated timeline for further integration. This program budgeting initiative aims to enhance transparency, align resources with priorities, and improve performance evaluation across County services.

RE: CONSENT AGENDA

On the motion of Mr. Van Hoven, seconded by Mr. Nicol, which carried by a vote of 5-0, the Board adopted the Consent Agenda, as presented.

Ayes: Johnson, Van Hoven, Hale, Marshall, Nicol. Nays: None. Absent: None.

RE: FY25 BUDGET AMENDMENTS (SUPPLEMENTALS AND TRANSFERS)

As part of the Consent Agenda, the Board approved the following budget amendments, as presented:

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	PREVIOUS BUDGET	BUDGET CHANGE	AMENDED BUDGET
30030003 33550	Donations-Comm. Policing Acdmy	(4,750.00)	(2,500.00)	(7,250.00)
43120003 46800	Policing Expenses	17,993.00	2,500.00	20,493.00
30030004 32540	Donations-Gordonsville Library	(100.00)	(350.00)	(450.00)
30026501 32400	Orange Library-Lost Books	(1,319.00)	(29.00)	(1,348.00)
30026501 32475	Wilderness Library-Lost Books	(1,570.00)	(47.00)	(1,617.00)
30026501 32525	Gordonsville Library-Lost Book	(773.00)	(16.00)	(789.00)
47312001 45540	Tuition/Registration	55.00	350.00	405.00
47310001 46466	Books-Refunds	1,319.00	29.00	1,348.00
47311001 46466	Books-Refunds	1,570.00	47.00	1,617.00
47312001 46466	Books-Refunds	773.00	16.00	789.00
30024601 31480	Stop Loss Reimburse-County&DSS	(843,870.00)	(90,576.00)	(934,446.00)
30052014 39900	Appropriated Fund Balance	-	(909,424.00)	(909,424.00)
49160003 42350 P0346	Health Claims-Cty	4,081,074.00	750,000.00	4,831,074.00
49160005 42352 P0346	Health Claims-Sch	7,150,587.00	250,000.00	7,400,587.00
49310006 47100	To General Fund	10,826.00	350.00	11,176.00
30051001 39312	Transfer From Capital Proj Fun	(10,826.00)	(350.00)	(11,176.00)
30026501 32425	Friends of the Library Donation	(5,224.00)	(50.00)	(5,274.00)
47312001 46000	Office Supplies	3,542.00	50.00	3,592.00

RE: FY26 BUDGET AMENDMENTS (SUPPLEMENTALS AND TRANSFERS)

As part of the Consent Agenda, the Board approved the following budget amendments, as presented:

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	PREVIOUS BUDGET	BUDGET CHANGE	AMENDED BUDGET
30047005 37010	Federal Grant - Misc.	-	(51,150.00)	(51,150.00)
30045005 35850	State Miscellaneous	-	(85,140.00)	(85,140.00)
49400000 48005	Capital Project Development	-	(17,050.00)	(17,050.00)
49400013 48150	Operation Ceasefire Tech	-	85,140.00	85,140.00
49400013 48150	Byrne/JAG LE Equipment	-	68,200.00	68,200.00

RE: ADOPTION OF THE MAY 27, 2025 WORKSESSION MINUTES

As part of the Consent Agenda, the Board adopted the May 27, 2025 Worksession minutes, as presented.

RE: ADOPTION OF THE MAY 27, 2025 REGULAR MEETING MINUTES

As part of the Consent Agenda, the Board adopted the May 27, 2025 Regular Meeting minutes, as presented.

RE: ADOPTION OF THE JUNE 10, 2025 WORKSESSION MINUTES

As part of the Consent Agenda, the Board adopted the June 10, 2025 Worksession minutes, as presented.

RE: ADOPTION OF THE JUNE 10, 2025 REGULAR MEETING MINUTES

As part of the Consent Agenda, the Board adopted the June 10, 2025 Regular Meeting minutes, as presented.

RE: OLD BUSINESS

There was no Old Business to be discussed at this time.

RE: NEW BUSINESS

RE: HEALTH, DENTAL, AND OPTIONAL INSURANCE RENEWALS

Jenny Carpenter, Human Resources Director, presented the recommended renewal options for the health, dental, and optional insurance benefits provided to County employees for the plan year beginning October 1, 2025. She indicated that McGriff Insurance Services, the County's benefits consultant, had collaborated with representatives from both the County and the Schools to review existing coverages and actual claims data to compile the recommendations.

Ms. Carpenter reported that a 15% increase in health insurance rates was anticipated in the FY26 budget and, with the proposed recommendations, the renewals would result in no additional costs outside of the budgeted amount. She noted the increase would be absorbed by the County and Schools and no increase would be issued to employee premiums.

Staff recommendations included the continuation of all three medical plans that were currently available, including an open-access Point of Service and two (2) High Deductible Health Plans paired with Health Savings Accounts. Ms. Carpenter added that participants in the High Deductible Health Plans would see a $100 increase to the overall deductible. The County will continue to contribute $1,600 annually to the Health Savings Account associated with this plan. Participants in the HDHP ($4,500 deductible) will continue to receive a $1,800 contribution to an HSA.

Ms. Carpenter also reported that a 5% increase in dental rates was projected and, based on the plan's renewal, contributions to the plan will remain within budget with premium increases being absorbed by the County.

Additionally, Ms. Carpenter recommended the following ancillary and voluntary benefits renewals, which would continue at their existing rates, as there are no increases for the new plan year:

- *Legal Plan* - Renew with Legal Resources
- *COBRA Administration* - Renew with Flexible Benefit Administrators
- *FSA/HSA Spending Accounts* - Renew with Flexible Benefit Administrators
- *Employee Assistance Program* - Renew with Sentara
- *STD/LTD* - Renew with The Standard
- *Critical Illness* - Renew with Aflac
- *Accident* - Renew with Aflac
- *Hospital Indemnity* - Renew with Aflac

Lastly, Ms. Carpenter recommended continuation of the Anthem Engagement Package 200 for the upcoming plan year. As a reminder, this wellbeing solution is designed to incentivize employees to engage in preventive care, condition management, and overall wellness. Under the program, plan members are reimbursed for completing key health activities such as an annual physical, eye exam, mammogram, and flu shot, among others. Ms. Carpenter noted that this package has increased slightly, from $1.35 to $1.41 per employee per month.

Ms. Carpenter informed the Board that recent estimates for FY25 in the Health Insurance Fund indicate that expenditures will exceed revenues for the year by approximately $1.6 million, primarily due to high claims averaging over $1 million per month during the year. This will likely exhaust last year's fund balance of $1,373,537 and is anticipated to push the fund into a negative fund balance status (this happened once before in FY22). If this occurs, the fund will essentially "borrow" the necessary funds from our pooled cash deposits until it returns to a positive fund balance range with the new rates being recommended for the Board's approval.

Ed White, Senior Vice President of McGriff Insurance Services, presented a PowerPoint presentation to the Board, which included information on the following: total paid plan costs by month since October 2024 (prior year and current year-to-date); a summary of this plan year's renewal; a summary of claims experience over the last four and a half years; high-cost claimant trends; 2025 renewal highlights; and the medical rate calculation for this plan year.

Discussion ensued among the Board regarding claims costs. Ms. Carpenter noted the County currently works with McGriff Insurance Services to review claims totals quarterly. Board members agreed that a mid-year checkpoint might be helpful. Ms. Carpenter indicated that staff could provide such review in the form of a direct email to the Board at the appropriate time.

On the motion of Mr. Nicol, seconded by Ms. Hale, which carried by a roll call vote of 5-0, the Board approved the renewal of the health, dental, and optional insurances and benefits for the Plan Year beginning October 1, 2025, as recommended and outlined above.

Ayes: Nicol, Johnson, Hale, Marshall, Van Hoven. Nays: None. Absent: None.

RE: <u>RENEWAL OF THE CONTRACT WITH BLUE RIDGE DOWNLOAD CONSORTIUM</u>

Amanda Amos, Contract & Procurement Specialist, requested the Board's consideration to renew the contract with Blue Ridge Download Consortium (Contract No. BL-00-22KH) for the provision of digital library content. The Consortium has served as a vendor for the County for over ten years. OverDrive is the platform through which Orange County Libraries provide access to digital content–for public use at all library branches. Pricing for digital content through this service is variable and depends on the specific titles and formats purchased.

Ms. Amos informed the Board that funding for these services is allocated in the FY26 budget under the Libraries' Digital Content for Public Use line items as follows: Main Library 1100-

47310002-46016-P2202; Wilderness Library 1100-47320002-46016-P2202; and Gordonsville Library 1100-4733002-46016. The total budgeted amount for FY26 is $138,105.

On the motion of Mr. Marshall, seconded by Mr. Van Hoven, which carried by a vote of 5-0, the Board authorized staff to renew the contract with Blue Ridge Download Consortium for digital library content for a one-year term effective through June 30, 2025. Ayes: Nicol, Johnson, Hale, Marshall, Van Hoven. Nays: None. Absent: None.

RE: APPOINTMENT OF CLERK TO THE BOARD

On the motion of Mr. Nicol, seconded by Ms. Hale, which carried by a roll call vote of 5-0, the Board adopted the following resolution, as presented:

RESOLUTION TO APPOINT THE CLERK OF THE
ORANGE COUNTY BOARD OF SUPERVISORS

WHEREAS, under Virginia Code §15.2-407, the Board of Supervisors may by resolution designate the County Administrator as Clerk of the Board; and

WHEREAS, the Board recently named Glenda Bradley Paul as Interim County Administrator and desires to appoint Ms. Paul as the Clerk;

NOW, THEREFORE, BE IT RESOLVED, on this 22nd day of July 22, 2025, that the Orange County Board of Supervisors hereby appoints Glenda Bradley Paul, Interim County Administrator, as Clerk of the Board, through the date of the Organizational Meeting in January, 2026, or until such time a subsequent appointment is made.

Ayes: Johnson, Hale, Van Hoven, Marshall, Nicol. Nays: None. Absent: None.

RE: ADDITIONAL COUNTY ADMINISTRATOR APPOINTMENTS

By consensus, the Board appointed Glenda Paul, Interim County Administrator, to fill the following appointments held by the previous County Administrator: Local Board of Social Services – assumed role; Jefferson Area Community Criminal Justice Services Board; Director of Emergency Management – assumed role; Zoning Administrator (alternate in absence of the Planning & Zoning Services Manager) – assumed role; and Subdivision Agent (alternate in absence of the Planning & Zoning Services Manager) – assumed role.

Mr. Nicol expressed an interest in serving on the Rappahannock-Rapidan Regional Commission, as well as the Central Virginia Regional Jail Authority.

Mr. Marshall indicated he may also have a recommendation to consider for the vacancy on the Central Virginia Regional Jail Authority.

Mr. Nicol noted that he will have a recommendation on an appointment to the Rapidan Service Authority, to be considered at the Board's next regular meeting.

RE: MATTERS FOR DISCUSSION OR CONSIDERATION

There were no matters for discussion or consideration presented at this time.

RE: DEPARTMENT DIRECTOR / CONSTITUTIONAL OFFICER REPORTS

There were no Department Director or Constitutional Officer reports at this time.

RE: COUNTY ATTORNEY'S REPORT

Ms. Wilson had nothing to report at this time.

RE: COUNTY ADMINISTRATOR'S REPORT

Ms. Paul had nothing to report at this time.

RE: BOARD COMMENTS

There were no Board comments at this time.

RE: INFORMATIONAL ITEMS

The Board received the following correspondence for its information:

- Human Resources Quarterly Report

RE: APPOINTMENTS TO BOARDS, COMMISSIONS, AND COMMITTEES

The Board directed staff to verify the eligibility requirements regarding the following appointments previously held by the former County Administrator: Rappahannock-Rapidan Regional Commission, Central Virginia Regional Jail Authority, and Rapidan Service Authority.

RE: CALENDAR

The Board received copies of its updated calendar of meetings for the months of July 2025, August 2025, and September 2025.

RE: SCHEDULE A PUBLIC HEARING TO CONSIDER AN AMENDMENT TO CHAPTER 58 (TAXATION) OF THE ORANGE COUNTY CODE OF ORDINANCES

By consensus, the Board authorized staff to schedule and advertise a public hearing to consider an amendment to Chapter 58 (Taxation) of the Orange County Code of Ordinances, to be held at the Board's August 12, 2025 Regular Meeting. The Commissioner of the Revenue has informed the Board of the need to amend this portion of the Code, specifically Section 58-524 relating to the report and remittance of the Transient Occupancy Tax. The purpose of the amendment is to bring the ordinance into conformance with HB2383, which was recently passed by the Virginia General Assembly.

RE: PUBLIC COMMENT

No one was present to speak during the public comment period.

RE: CLOSED MEETING

At 5:58 p.m., Ms. Wilson read the following motion authorizing Closed Meeting:

WHEREAS, the Orange County Board of Supervisors desired to discuss in Closed Meeting the following matters:

- Discussion or consideration of prospective candidates for employment as County Administrator, as permitted by Section 2.2-3711.A.1 of the Code of Virginia.

- Discussion or consideration of the assignment, appointment, promotion, performance, demotion, salary, disciplining, or resignation of specific employees in Economic Development, Fire and EMS, and the Emergency Communications Center, as permitted by Section 2.2-3711.A.1 of the Code of Virginia.

WHEREAS, pursuant to §2.2-3711 (A)(1) of the Code of Virginia, such discussions may occur in Closed Meeting;

NOW, THEREFORE, BE IT RESOLVED, that the Orange County Board of Supervisors hereby authorized discussion of the aforestated matters in Closed Meeting.

On the motion of Ms. Hale, seconded by Mr. Van Hoven which carried by a vote of 5-0, the Board adopted the resolution authorizing Closed Meeting, as presented.

Ayes: Johnson, Van Hoven, Hale, Marshall, Nicol. Nays: None. Absent: None.

RE: CERTIFICATION OF CLOSED MEETING

At 7:42p.m., Ms. Smith read the following resolution certifying Closed Meeting:

WHEREAS, the Orange County Board of Supervisors has, this day, adjourned into Closed Meeting in accordance with a formal vote, and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, the Freedom of Information Act requires certification that such Closed Meeting was conducted in conformity with the law;

NOW, THEREFORE, BE IT RESOLVED, that the Orange County Board of Supervisors hereby certified that, to the best of each member's knowledge, i) only public business matters lawfully exempted from open meeting requirements under the Freedom of Information Act were discussed in the Closed Meeting to which this certification applied, and ii) only such public business matters as were identified in the motion by which the said Closed Meeting was convened were heard, discussed or considered by it.

Ayes: Nicol, Johnson, Hale, Marshall, Van Hoven. Nays: None. Absent: None.

RE: ADJOURN

On the motion of Mr. Nicol, which carried by a vote of 5-0, the Board adjourned the meeting at 7:42 p.m. Ayes: Johnson, Van Hoven, Hale, Marshall, Nicol. Nays: None. Absent: None.

R. Mark Johnson, Chairman

Glenda B. Paul, County Administrator