At a Regular Meeting of the Orange County Board of Supervisors held on Tuesday, September 9, 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, County Administrator; Amy Wilson, County Attorney; and LaToya M. Smith, Chief Deputy Clerk.

RE: ADOPTION OF AGENDA

Chairman Johnson advised the Board of the need to amend the agenda as follows: insert Item 2B – Appointment of County Administrator; insert Item 2C – Approval of Employment Contract with the County Administrator; and remove Item 15 – Closed Meeting.

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

RE: APPROVAL OF EMPLOYMENT CONTRACT WITH THE COUNTY ADMINISTRATOR

On the motion of Ms. Hale, seconded by Mr. Nicol, which carried with a roll call vote of 5-0, the Board approved the Employment Contract with the County Administrator, as presented in closed session. Ayes: Van Hoven, Hale, Nicol, Marshall, Johnson. Nays: None. Absent: None.

RE: APPOINTMENT OF COUNTY ADMINISTRATOR

On the motion of Mr. Marshall, seconded by Mr. Nicol, which carried with a roll call vote of 5-0, the Board appointed Glenda Bradley Paul to serve as Orange County Administrator, effective September 1, 2025. Ayes: Nicol, Johnson, Hale, Marshall, Van Hoven. Nays: None. Absent: None.

RE: SPECIAL PRESENTATIONS AND APPEARANCES

RE: VIRGINIA DEPARTMENT OF TRANSPORTATION QUARTERLY UPDATE

Willie Gordon, Assistant Residency Administrator, provided a quarterly update to the Board on VDOT-related matters.

Board members requested VDOT to look into the feasibility of rescheduling the public hearings slated to be held by VDOT on October 28, 2025 regarding UPC 124271 (Route 3/Route 20 Green-T) and UPC 120655 (Route 20/Route 522 Roundabout), as the date falls on the same day as the Board's Regular Meeting.

Mr. Marshall reported a citizen inquiry about the possibility of hard surfacing the old Rapidan Road (Route 673), which is the dirt road that leaves the Rapidan Dam and heads back towards Orange.

Chairman Johnson suggested this could be brought forward in the spring during the Secondary Six-Year Plan process.

Mr. Marshall reported citizen concerns regarding the chip and tar work that VDOT recently completed on Route 617. When the stripe was put back on the road, it was only run down half of the road. Citizens have expressed a desire to extend the stripe to cover the second half of the road.

Mr. Marshall commented on the estimated cost of $11 million for a revenue sharing project approved by the Board at its last meeting in comparison to three prior projects that were completed for a fraction of that cost.

Mr. Gordon advised the Board that there are several factors impacting estimated project costs, including changes in the environmental requirements, stormwater management requirements, asphalt prices, and inflation.

Mr. Van Hoven reported that he has received a constituent request for a speed study along Porter Rd. Mr. Van Hoven indicated he will present this for consideration by the Board at a future meeting.

Ms. Hale reported that citizen concerns have been expressed about the drainage along Libby Lane near the intersection with Route 685. Water drains off of Route 685 and funnels down that private road. The residents have asked if that water can be redirected. The drainage issue starts at the intersection and gets worse as it gets further down. Ms. Hale indicated she would provide the physical address to Mr. Gordon.

Chairman Johnson and Ms. Hale shared anecdotal stories about past road improvement projects in the community.

RE: CONSENT AGENDA

On the motion of Mr. Nicol, seconded by Ms. Hale, 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: ADOPTION OF THE JULY 22, 2025 WORKSESSION MINUTES

As part of the Consent Agenda, the Board adopted the July 22, 2025 Worksession Meeting minutes, as presented.

RE: ADOPTION OF THE JULY 22, 2025 REGULAR MEETING MINUTES

As part of the Consent Agenda, the Board adopted the July 22, 2025 Regular Meeting minutes, as presented.

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
41252001 43255 P0856	Contr. Serv.-GIS	15,000.00	3,637.00	18,637.00
41251001 43210 P0808	Contr. Serv.-Data Processing	-	39,650.00	39,650.00
41251001 45237 P0804	Communications - Network	43,000.00	5,000.00	48,000.00
41251002 43385 P0830	Maintenance Contracts-Other	40,444.00	15,324.00	55,768.00
43290001 43313 P0877	Repair/Maintenance-Radios/Page	8,000.00	5,216.00	13,216.00
45370101 46800 P1903	Child Abuse Prevention Program	500.00	559.00	1,059.00
45370101 46800 P1904	School Supplies Program	-	1,590.00	1,590.00
45380001 45400 P1946	Rentals-Event Space	1,000.00	519.00	1,519.00
45380001 46800 P1948	Michael's Gift Program Exp	-	17,230.00	17,230.00
45380001 46000 P1949	Office Supp.-Other	-	3,764.00	3,764.00
41320001 45210 P0901	Postage	15,000.00	1,561.00	16,561.00
30046003 37010	Federal Grant - BJA	-	(228,252.00)	(228,252.00)
42150001 46800	Program Expenses	-	208,526.00	208,526.00
42150001 46800	Program Expenses	-	19,726.00	19,726.00
47310005 46800 P2246	Childrens Library Program Exp.	4,500.00	374.00	4,874.00
47320005 46800 P2246	Childrens Library Prog Exp.	4,250.00	903.00	5,153.00
47320005 46800 P2247	Teen Library Prog Exp.	2,150.00	252.00	2,402.00
47330005 46800 P2246	Childrens Library Program Exp.	4,250.00	1,324.00	5,574.00
47330005 46800 P2247	Teen Library Program Exp.	2,150.00	271.00	2,421.00
47330001 48140 P2261	Furniture & Fixtures	750.00	10,008.00	10,758.00
47310003 46466 P2216	Replacement Books - Refunds	139.00	153.00	292.00
47320003 46466 P2216	Replacement Books - Refunds	55.00	742.00	797.00
47320003 46466 P2216	Replacement Books - Refunds	55.00	245.00	300.00

47330001 45540 P2261	Tuition & Registratio	450.00	350.00	800.00
47130001 43370 P2131	Grounds Maintenance	23,300.00	6,097.00	29,397.00
43560001 45230 P1303	Comm-Telephone	148,652.00	5,500.00	154,152.00
43120008 46801 P1277	Event Expenses	5,760.00	2,500.00	8,260.00
43120008 46800 P1278	Citizens Police Academy Exp	1,000.00	5,000.00	6,000.00
43120008 46800 P1279	Youth Academy Expenses	1,000.00	1,056.00	2,056.00
43120008 46803 P1277	Donated Program Expenses	-	225.00	225.00
43120008 46800 P1270	TRIAD Program Expenses	3,500.00	2,777.00	6,277.00
43120008 46800 P1272	Guardian Pendant Program Exp	-	5,774.00	5,774.00
43120008 46800 P1271	Project LifeSaver Program Exp	1,500.00	3,891.00	5,391.00
43120008 46800 P1270	TRIAD Program Expenses	3,500.00	91.00	3,591.00
43120005 41200 P1261	Wages-Overtime	-	3,114.00	3,114.00
43120005 41200 P1261	Wages-Overtime	-	554.00	554.00
43120004 46800 P1232	ICAC Program Expenses	-	5,390.00	5,390.00
30052001 39900	Appropriated Fund Balance	(3,118,156.00)	(279,259.00)	(3,397,415.00)
30052019 39900	Appropriated Fund Balance	-	(5,216.00)	(5,216.00)
43510001 43115 P1251	Prof. Serv.-Emergency Vet	8,000.00	133,834.00	141,834.00
44270001 43200 P1846	Contr. Serv.-Other	310,000.00	5,000.00	315,000.00
44240001 43145 P1802	Prof Serv-Eng & Architect	139,000.00	27,000.00	166,000.00
44240001 43350 P1803	Repairs & Maintenance - Other	35,000.00	4,416.00	39,416.00
30052010 39900	Appropriated Fund Balance	-	(36,416.00)	(36,416.00)
49210001 45625 P0002	Claims & Losses	-	8,031.00	8,031.00
30052001 39900	Appropriated Fund Balance	(3,118,156.00)	(8,031.00)	(3,126,187.00)
43120006 46800	SHF Forfeited Asset Expenses	169.00	62,781.00	62,950.00
30052002 39900	Appropriated Fund Balance	-	(62,781.00)	(62,781.00)
42210002 46800	CA Forfeited Asset Expenses	-	23,990.00	23,990.00
30052002 39900	Appropriated Fund Balance	-	(23,990.00)	(23,990.00)
48188001 47740	Transfer to BbA Fund	-	1,776,924.00	1,776,924.00
30045001 35780	State - Broadband Grants	-	(1,776,924.00)	(1,776,924.00)
30052001 39900	Appropriated Fund Balance	(3,118,156.00)	(6,653.00)	(3,124,809.00)
42160001 41322 P1031	Wages-Part-time	-	5,990.00	5,990.00
42160001 42100 P1031	FICA & Medicare	2,499.00	459.00	2,958.00
42160001 42710 P1031	Worker's Compensation	11.00	204.00	215.00
42160002 41322 P1061	Wages-Part-time	-	6,000.00	6,000.00
42160002 42100 P1061	FICA & Medicare	-	459.00	459.00
42160002 42710 P1061	Worker's Compensation	-	204.00	204.00
42160002 48110 P1061	EDP Equipment	64,838.00	(6,663.00)	58,175.00
30052001 39900	Appropriated Fund Balance	(3,118,156.00)	(304,478.00)	(3,422,634.00)
41101003 43100 P0050	Prof Services-Real Estate	-	304,478.00	304,478.00
41242002 43120 P0718	Prof. Serv.-Actg Audit Actuary	-	80,000.00	80,000.00
30052001 39900	Appropriated Fund Balance	(3,118,156.00)	(80,000.00)	(3,198,156.00)

RE: RESOLUTION APPROVING THE COUNTY'S PARTICIPATION IN THE NEW NATIONAL OPIOIDS SECONDARY MANUFACTURERS SETTLEMENTS

As part of the Consent Agenda, the Board adopted the following resolution as presented:

RE: RESOLUTION APPROVING THE COUNTY'S PARTICIPATION IN THE NEW NATIONAL OPIOIDS SECONDARY MANUFACTURERS SETTLEMENTS

WHEREAS, the opioid epidemic that has cost thousands of human lives across the country also impacts the Commonwealth of Virginia and its counties and cities, including the County of Orange, by adversely impacting the delivery of emergency medical, law enforcement, criminal justice, mental health and substance abuse, and other services by Orange County's various departments and agencies; and

WHEREAS, the Commonwealth of Virginia and its counties and cities, including Orange County, have been required, and will continue to be required, to allocate substantial taxpayer dollars, resources, staff energy, and time to address the damage the opioid epidemic has caused and continues to cause the citizens of the Commonwealth and of Orange County; and

WHEREAS, a new proposed national opioids settlement ("Secondary Manufacturers Settlements") has been reached with eight opioid manufactures: Alvogen, Amneal, Apotex, Hikma, Indivior, Mylan, Sun, and Zydus, to resolve opioid-related claims against it; and

WHEREAS, the County has approved and adopted the Virginia Opioid Abatement Fund and Settlement Allocation Memorandum of Understanding (the “Virginia MOU”), and affirms that this pending “Secondary Manufacturers Settlements” shall be considered a “Settlement” that is subject to the Virginia MOU, and shall be administered and allocated in the same manner as the opioid settlements entered into previously with opioid distributors McKesson, Cardinal Health, and AmerisourceBergen; opioid manufacturers Janssen Pharmaceuticals, Teva Pharmaceuticals, and Allergan; retail pharmacy chains Kroger, CVS, Walgreens, and Walmart, and Perdue, certain of its affiliates, and the Sackler Family;

WHEREAS, the County Attorney has reviewed the available information about the proposed settlement and has recommended that the County participate in the settlement in order to recover its share of the funds that the settlement would provide;

NOW, THEREFORE, BE IT RESOLVED, on this 9th day of September, 2025, that the Orange County Board of Supervisors hereby approves the County’s participation in the proposed settlement of opioid-related claims against Alvogen, Amneal, Apotex, Hikma, Indivior, Mylan, Sun, and Zydus, and directs the County Attorney to execute the documents necessary to effectuate the County’s participation in the settlement, including the required release of claims against the secondary manufacturers.

RE: OLD BUSINESS
There was no Old Business to be discussed at this time.

RE: NEW BUSINESS

RE: REPLACEMENT OF CARDIAC MONITORS
Amanda Amos, Contract & Procurement Specialist, advised the Board that the Capital Improvements Plan (CIP) provides for the systematic replacement of the County’s Fire & EMS (COFEMS) cardiac monitors under Project C1029 through lease-purchase financing. Cardiac monitors have an estimated useful life of approximately seven (7) years. The current devices scheduled for replacement were originally purchased between 2014 and 2016.

Ms. Amos explained that staff currently utilizes LifePak 35 cardiac monitors, which are available for purchase from Stryker Sales Corporation. The replacement monitors will be procured using Sourcewell Cooperative Contract #041823, a competitively bid contract through Sourcewell, a national cooperative purchasing agency. This approach ensures compliance with procurement regulations while streamlining the purchasing process.

Ms. Amos advised the Board that the total cost to replace eight (8) cardiac monitors, including all necessary accessories, is $467,027. A trade-in discount of $56,000 is being applied for seven (7) existing devices, reducing the total cost to $418,426. Funding for this purchase has been budgeted under the Fire & EMS Cardiac Monitor Replacement Capital Improvements Project (CIP 1312-49400003-48160-C1029). Maintenance on these eight (8) devices is budgeted in the Fire & EMS Levy Fund, 1275-43231012-43312-P1417, Medical Equipment Maintenance Contracts.

Ms. Amos recommended proceeding with the purchase of eight (8) LifePak 35 cardiac monitors, including all required accessories and maintenance, based on the quote provided by Stryker Sales Corporation. The purchase will be made utilizing Sourcewell Cooperative Contract #041823.

On the motion of Mr. Nicol, seconded by Mr. Van Hoven, which carried with a vote of 5-0, the Board authorized staff to purchase eight (8) LifePak 35 cardiac monitors, accessories and maintenance services from Stryker Sales utilizing Sourcewell's cooperative contract #041823, as presented.

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

RE: MATTERS FOR DISCUSSION OR CONSIDERATION

RE: ECONOMIC DEVELOPMENT AND TOURISM STRATEGIC PLAN

Julie Perry, Director of Economic Development and Tourism, was present in follow-up to the presentation at the Board's August 12, 2025 Regular Meeting regarding the Economic Development and Tourism Strategic Plan. At that time, the Board requested a work session to better evaluate the suggested Strategic Plan process and impress upon staff their goals for the effort.

Heather Gramm with the consulting firm of Platinum PR (PPR Strategies) participated remotely and gave a slideshow presentation on the stakeholder engagement component of the strategic planning process:

Strategic Planning

BEST PRACTICES

1 PRE-PLANNING

Define scope and budget
Identify and organize stakeholders
Determine schedule

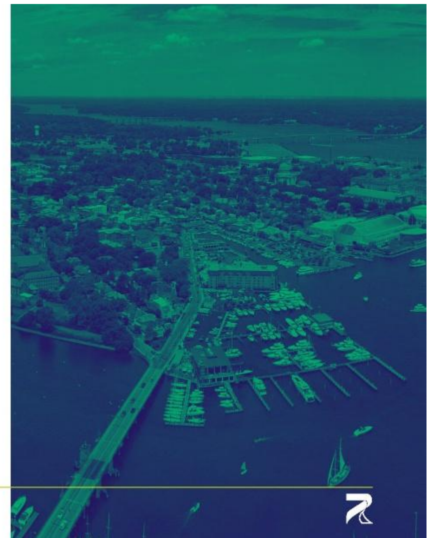
2 PLANNING

Situational Assessment of local economy, national trends, and other relevant data
SWOT analysis of jurisdiction
Formulate realistic goals and set strategy formulation
Identify constraints
Set metrics
Prioritize projects and plans of action

3 POST-PLANNING

Plan rollout to stakeholders
Implementation
Monitoring and measuring
Reporting on results

PPR STRATEGIES



Why Stakeholder Engagement

CONTEXTUALIZES DATA

- Surfaces opportunities and challenges that data alone may not reveal
- Provides greater context to data and highlights where lived experience and data don't align
- Creates space to ask "why" when gaps emerge, and determines if solutions are needed

INCLUSIVE PLANNING

Ensures diverse voices and perspectives are gathered to balance differing needs across people and industries

LOWERS COMMUNITY RESISTANCE

Builds transparency in the process and fosters buy-in for the final strategy

PPR STRATEGIES

EXAMPLES

Fluvanna County
Virginia

Elkton Alliance
Maryland

Town of Bath
West Virginia

Downtown Sykesville Connection
Maryland

Frederick County
Maryland

PPR STRATEGIES

Ms. Perry reviewed with the Board the three-part process that has been proposed by staff regarding the strategic plan update:

1. **Consultant-Led Stakeholder Engagement**
   A third-party consultant has been selected to conduct four targeted stakeholder sessions with key community groups. Each member of the Board of Supervisors will be assigned to one or more of the groups below.
   - Developers (including EDA and Planning Commission Members)
   - Major Employers
   - Workforce Development Partners
   - Small Businesses & Tourism Stakeholders

2. **Consultant-Led One-on-One Interviews**
   Eight one-on-one interviews with key stakeholders. The one-on-one sessions will allow for candid conversations around the direction of the economic development and tourism office as well as core issues that need to be addressed in unlocking Orange County's economic development potential. There are currently 2 interview slots reserved for members of the Board of Supervisors.

3. **In-House Research & Drafting**
   Recent regional studies and data mining efforts around a Community Economic Development Strategy (CEDS), Regional Entrepreneurship Initiative (REI), and the GO Virginia Growth and Diversification Plan will supplement primary data sources to define key Orange County objectives. The data collected will inform trends, priority industry clusters and potential future economic development opportunities.

There then followed an opportunity for Board members to provide comments and feedback regarding the proposed approach to the strategic planning process.

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: <u>BOARD COMMENT</u>

Mr. Nicol reported that he will be bringing forth a proclamation for consideration by the Board at its next meeting, for the purpose of bringing awareness to Dementia Awareness Month.

RE: <u>INFORMATIONAL ITEMS</u>

None.

RE: <u>APPOINTMENTS TO BOARDS, COMMISSIONS, AND COMMITTEES</u>

By consensus, the Board approved the appointment of Joanna Davies as the District Two Representative on the Library Board of Trustees, filling an unexpired four-year term commencing immediately and expiring on June 30, 2027.

RE: <u>CALENDAR</u>

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

RE: <u>ADJOURN</u>

On the motion of Mr. Nicol, which carried by a vote of 5-0, the Board adjourned the meeting at 5:51 p.m. Ayes: Johnson, Van Hoven, Hale, Marshall, Nicol. Nays: None. Absent: None.

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R. Mark Johnson, Chairman	Glenda B. Paul, County Administrator