

MINUTES
BOARD OF SUPERVISORS
COUNTY OF YORK

Regular Meeting
March 1, 2022

6:00 p.m.

Meeting Convened. A Regular Meeting of the York County Board of Supervisors was called to order at 6:02p.m., Tuesday, March 1, 2022, in the Board Room, York Hall, by Chairman Sheila S. Noll.

Attendance. The following members of the Board of Supervisors were present: Walter C. Zarembo, Sheila S. Noll, W. Chad Green, G. Stephen Roane, Jr., and Thomas G. Shepperd, Jr.

Also in attendance were Neil A. Morgan, County Administrator; Mark L. Bellamy, Jr., Deputy County Administrator; Brian Fuller, Assistant County Administrator; James E. Barnett, Jr., County Attorney; Richard Hill, Deputy County Attorney, and Heather L. Schott, Legislative Assistant.

Chairman Noll asked for a moment of silence for the people and country of Ukraine.

PUBLIC HEARING

REDISTRICTING PLAN: Ordinance No. 22-6.

The matter was considered and **approved on a vote of 5:0.** A summary of the preceding is below.

Mr. Timothy C. Cross, Deputy Director of Planning and Development Services, gave a presentation on the redistricting plan. He reminded the Board that in December four scenarios for possible redistricting were presented and narrowed to two. At the February work session, he stated the Board chose Alternative 1 as the best scenario and staff was directed to properly advertise for a public hearing to formally consider this option. Since advertising the ordinance to realign the districts pursuant to Alternative 1, staff has only received one phone call. The resident called to inquire if her district would change if Alternative 1 is adopted and was informed that it would.

Mr. Green stated that he represents District 3, which will see the greatest change based upon the chosen redistricting plan. He asked how will the people in his district, as well as citizens in other districts, that are impacted by the redistricting be notified.

Mr. Cross, responded that the Registrar's Office will send a notification to all individuals impacted.

Mr. Zarembo suggested that it might be helpful to advertise the redistricting plan by way of the *Daily Press* and the *Williamsburg Gazette* as well. In this way, he noted that all residents, whether they are personally impacted or not, will be aware of the redistricting.

Mr. Cross stated that the redistricting plan will be advertised via *WYDaily* (Williamsburg Yorktown Daily) and it has already been placed on the County website; included in the *Citizen News Weekly*; and the Public Affairs could also publish a news release on the redistricting.

Mr. Morgan interjected that once the Board has made a formal decision on the redistricting, staff can release another round of more detailed information that will supplement the Registrar's Office mailing.

Mr. Roane asked if everyone whose district is changing will be notified or only those who are registered voters. In addition, he asked if the residents, whose district will change, have to register again with the Registrar's Office.

Mr. Cross stated that he is not quite certain; however, he suspects these letters will be mailed only to registered voters.

Chairman Noll then called to order a public hearing on proposed Ordinance 22-6 that was duly advertised as required by law and is entitled:

AN ORDINANCE TO AMEND CHAPTER 9, ELECTIONS, YORK COUNTY CODE, TO MODIFY CERTAIN BOUNDARY LINES BETWEEN ELECTION DISTRICTS AND TO MODIFY CERTAIN PRECINCT BOUNDARY LINES, AND TO ESTABLISH CERTAIN POLLING PLACES IN ACCORDANCE WITH THE PROVISIONS OF THE CONSTITUTION OF VIRGINIA (1971) AND CODE OF VIRGINIA (1950), AS AMENDED, WHICH REQUIRE THE REAPPORTIONMENT OF ELECTION DISTRICTS SUBSEQUENT TO COMPLETION OF THE DECENNIAL U.S. CENSUS AND IN ACCORDANCE WITH THE POPULATION DISTRIBUTIONS EVIDENCED BY SAID CENSUS; AND PROVIDING FOR AN EFFECTIVE DATE

There being no one present who wished to speak concerning the subject application, Chairman Noll closed the public hearing.

Mr. Shepperd then moved the adoption of proposed Ordinance No. 22-6.

On roll call the vote was:

Yea: (5) Zaremba, Green, Roane, Shepperd, Noll
Nay: (0)

RECESS: Chairman Noll called a recess at 6:09 pm; the meeting reconvened at 6:22 pm in the East Room of York Hall.

WORK SESSION

VIRGINIA DEPARTMENT OF TRANSPORTATION

Mr. Rossie Carroll, Residency Administrator, Virginia Department of Transportation (VDOT), gave a quarterly update, from December 1 through February 28, on work completed and scheduled throughout York County. During his presentation, he highlighted the following information:

- 202 maintenance work orders were received during this quarter;
- 149 of the orders have been addressed and closed with 53 being outstanding;
- Accomplishments during this time included pothole patching, three snow responses, 1,110 feet of drainage work, vector work on Charles Road and Whispering Way, tree trimming and bush clearing on Waterview and Hornsbyville Roads;
- Upcoming maintenance activities will include roadway sweeping, ditching on Hardwood and Kitty Drives, and Mill Lane cul-de-sac, drainage work in Olde Port Cove and vector work on several roadways;
- I-64 Interstate widening, segment three is completed and all east and west lanes are open to traffic;
- Stream restoration/rehabilitation project where it runs into the head at Queen’s Lake has commenced;
- Design and installation of fiber optics along Route 199 has begun and will continue until completed;
- Upcoming VDOT administered projects include: installation of pedestrian crossings on Route 134; mid-block pedestrian crossing on Route 60 Bypass east of Country Inn; and installation of pedestrian crosswalk project on Route 60 Bypass at Waller Mill and Palace Lane;
- Paving for 2022 will include portions of: Merrimac Trail, Victory Boulevard, Goodwin Neck Road, Oriana Road, Waler Mill Road and Cary’s Chapel Road;
- Although a full depth reclamation of the streets having sub-based issues in several subdivisions was advertised, the contract was not awarded so this project will shortly be re-advertised;

- An issue with a Navy railroad easement relative to the Penniman Road/Government Road improvements is currently delaying utility relocations, but work will move forward;
- The bid on the Wythe Creek Road project, immediately adjacent to the County, closed on February 23; however, no award of contract or notice to proceed has been issued;
- Details on the current Smart Scale Projects which include: widening Route 17 between Routes 630 and 173; widening Route 171 between Routes 17 and 134; and capacity enhancements for Route 171 between Routes 134 and 1740;
- County Safety and Operational Projects include realignment of Route 600;
- Traffic engineering studies include: Grafton Bethel Elementary School crosswalk review; rumble strip study on Goodwin Neck Road; refresh striping on Freedom Boulevard; and speed study on Springfield Road;
- Completed 65 land use plan reviews, issued 147 permits, completed 21 permits, and added 0.29 lane miles; and
- Emergency Declarations were issued for three snow events on January 19 through January 24, January 27 through February 1, and February 13 through February 14.

Mr. Shepperd asked Mr. Carroll to explain the reclamation process noted earlier and when can we expect this to occur.

Mr. Carroll explained that the process includes grinding down about eight inches of the current pavement, removing the old material, compacting the street giving it a new base and then adding three or four inches of pavement on the top providing a smooth riding surface. This project should hopefully be completed by November this year.

Mr. Green stated that he was pleased that Mr. Carroll had addressed rumble strips and he asked him to stay on top of the Springfield Road project. He also commended Mr. Carroll on the job he was doing on behalf of the County and noted that the next few years will be challenging relative to VDOT projects. He noted that Hornsbyville Road still needs some work in order to make it safer, but expressed gratitude for the street sweeping that VDOT has done. He then asked if the pre-treatment for snow that VDOT applies to the roadways harms the environment when it runs off the pavement.

Mr. Carroll responded that although sodium chloride is a hazardous material and requires qualified individuals to apply it, the brine treatment has been studied and is not detrimental to the environment.

Mr. Roane asked if the road pre-treatment is hazardous to vehicles. He also asked about the possibility of installing a pedestrian crossover on Route 17 enabling residents at the Rainbow Villa to safely cross to the Washington Square Shopping Center.

Mr. Carroll stated that the snow pre-treatment is not hazardous to vehicles if it is washed off after each event or if a neutralizer is sprayed on the vehicle to prevent damage by the sodium chloride. Regarding the Route 17 crossover, he stated that there is nothing in the works at this time due to lack of pedestrian facilities which are required for a crosswalk. However, he stated that he will research the matter to determine how and if it could be done. He noted that we are looking at a mid-block crosswalk on Victory Boulevard as it has pedestrian facilities and sidewalks making this possible.

Mr. Morgan stated that the County does have a Board endorsed project to extend sidewalk from the Grafton Complex, bringing the sidewalk much closer to the Washington Square Shopping Center, which can be a first step in achieving crosswalks on Route 17.

Mr. Roane asked Mr. Carroll for a specific list of what needs to occur in order that a crosswalk on Route 17 can be achieved. He also asked about how the speeding concerns on Mount Vernon and Villa Way can be addressed.

Mr. Carroll confirmed that a crosswalk might be possible once there is a nearby sidewalk to which it can be connected and that since the traffic studies on these two roads do not support any traffic calming devices including digital speed reading, enforcement is the best solution. However, trimming the trees and improving site distance will also help if individuals are speeding.

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Mr. Zaremba expressed concern over the intersection of Moorestown Road and Bulifants Boulevard, both of which are heavily traveled. He stated that the traffic signal along this area have been installed but are covered with black plastic basically making them of no effect so he asked when they will become operational.

Mr. Morgan projected that these lights should be operational in 60 days.

PRELIMINARY BUDGET EXPENDITURES

Mr. Morgan stated that staff is putting the finishing touches on the recommended FY 2023 Budget which will be formally presented to the Board at the March 15 meeting. He noted that the decisions that are made at the 2023 General Assembly session will impact the County budget and since they will not conclude their session until after the required budget adoption date, staff will have to use its best judgment to make some necessary assumptions. He stated that this evening we will focus on some of the major expenditure drivers and Mrs. Theresa Owens, Director of Finance, will first provide the big picture relative to budget expenditure drivers. He further explained that upon completion of this portion of the discussion, Mr. Mark Bellamy, Deputy County Administrator, and Ms. Carol Porter, Human Resources Analyst II, will continue the theme of expenditure drivers, including compensation, benefits, and health care, an expenditure shared by the County and staff.

Mrs. Owens stated that she would first like to comment on the external challenges before we address the budget drivers. First, she noted that the General Assembly actions impact our school budget each year and this year there are multiple bills being considered that could affect our budget. Of these bills, House Bill 90 and Senate Bill 451 could have a major impact since they address the local grocery tax. She explained that the main difference in the two bills is HB90 discontinues the local one percent grocery sales tax and SB451 keeps the local one percent grocery sales tax. Should the local tax on groceries be eliminated, the County will lose approximately \$3 million in revenues.

Mr. James Barnett, County Attorney, noted that the House Bill and Senate Bill regarding this matter have reversed positions from what they initially proposed. He stated that both bills could pass and since they negate one another a conference committee would be appointed to either compromise, adopt one or the other, or they could refuse to do either. Since neither bill has been adopted by both entities, either or both could die leaving the current tax in place.

Mr. Morgan pointed out that external forces do have an impact on the local budget with the decisions of the General Assembly being primary in this matter and in this case could adversely impact two percent of the County's General Fund Budget. He added that one of these bills include language that says the state is going to make the localities whole should the local grocery tax be eliminated. However, he noted that often when the state promises money years later when the economy is tight they remove the monetary support promised to local governments.

Mrs. Owens continued her presentation by stating that the second exterior challenge the County is facing is inflation. This year's budget is being prepared with a much larger inflation rate. One prime indicator of the increased inflation is that the Social Security Administration has a 5.9 percent cost of living increase, the largest increase since 1982. She pointed out that the four main budget expenditure drivers for the FY 2023 Budget are in alignment with the Board's Strategic Priorities and they are cash capital contributions/debt, school contribution, public safety positions, and employee compensation. She pointed out that a resolution authorizing the issuance of up to \$34 million of lease revenue bonds to finance these County capital needs, previously approved by the Board, for the new Law Enforcement Building, needed fire apparatus, and the Yorktown Library expansion will be considered later in this meeting.

Mr. Morgan stated that the timing of financing Capital Improvement Projects is not crucial; however, in light of the increasing inflation rate it is presented this evening for the Board's action so that a lower interest rate may be obtained.

Mr. Shepperd asked out much money is currently in the County's capital fund since it will be used to finance projects until the bond sale in May this year.

Mr. Morgan stated that he did not have the exact amount, but that it is tens of millions of dollars. He explained that to move projects forward often the County will commit, but there is a lag between when the Board approves it and the money is actually spent to fund the project.

Often County reserves are used to initiate an approved project until the financing is secured and then the reserve funds are restored. He added that the County is fortunate that it has the reserve funds to do this, as many localities do not have this option. He noted that the Board had the purchase of a generator for the new Law Enforcement Building on this evening's agenda as well. He stated that they have learned if you do not purchase necessary equipment such as this, it will not be available when it is time to install it into the new facility and typically purchasing earlier you will get a better price.

Mr. Green asked that Mr. Morgan expand upon this matter.

Mr. Morgan explained that the County is financially sound so we can fund such items as the generator for the new Law Enforcement Building prior to obtaining the necessary funding and then reimburse ourselves. By proceeding in this way, the County can be sure that the generator is ready for installation and will not delay the project.

Mr. Roane inquired if we will simultaneously acquire the necessary circuitry, power distribution units and everything else to ensure that the generator is operational.

Mr. Morgan confirmed that all other peripheral items will have been secured and available for its installation.

Mr. Green commented that the proposed generator is expensive.

Mr. Morgan noted that the building will be large and completely operational when on generator power. Since it is an essential facility, it is more important than ever that it be fully functionally in all situations.

Mr. Zaremba asked if we are still on track to approve our budget the first week in May and asked when the State will adopt their budget.

Mr. Morgan stated that we know the General Assembly will end its session in mid-March after the County budget has been printed. As a result, he may make some remarks at the budget public hearing that are different than the printed document. However, we will know for the most part what the state is going to do relative to the budget by the time you receive the recommended budget.

Mr. Zaremba stated that he understands the State is flush with cash so why do we not get a loan from the State as opposed to private financial institutions.

Mr. Morgan explained that you cannot technically borrow from the State directly; however, the State has set up public financing bodies from which we and other localities may borrow money.

Mrs. Owens noted that this year the County will actually go to the public market for the necessary financing through the Virginia Resources Authority (VRA) which is the state vehicle we are using to obtain the financing. She then pointed out the second FY 2023 Budget expenditure driver which is the school contribution. She noted that the School Superintendent had presented their budget a couple of weeks earlier, but they are also facing the effects of inflation. The number for this contribution for the FY 2023 is just slightly higher than last year, but as a proportion of our budget it is actually less.

Chairman Noll asked if the increase in the cost of living is the reason for the higher contribution.

Mrs. Owens confirmed that it is the impetus for the increase.

Mr. Roane asked by percentage is the County contributing more to the schools in the proposed FY 2023 budget.

Mr. Morgan explained that last budget year's contribution was \$1.5 million and this year the School Superintendent and he have agreed that \$1.8 million contribution should be included in the recommended budget for FY 2023. It is \$300 thousand more than last year's contribution; however, as a proportion of our new revenue, it is a substantially smaller part. He also noted that the School Division knows that it will be receiving additional funds from the State this year so they did not want to press the County for additional funds this year.

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Mrs. Owens continued by stating that the recommended budget will also include some additional positions for public safety, the Commonwealth Attorney's office, the Clerk of Courts and the court system that support public safety.

Mr. Roane stated that he knew that additional firefighters would be hired to man the new fire station and additional deputies for greater Yorktown.

Mr. Morgan stated that he is recommending 10 additional firefighters and four deputies. Two of the four Sheriff's positions will be School Resource Officers (SRO). He explained that currently the four high schools each have a SRO, but the four middle schools share two SROs, so the two additional SROs will provide an officer for each middle school. However, two additional patrol deputies will be hired based upon the ratio of officers to the population. In addition he noted that the two drivers for the increase in firefighters is that we have been trying for several years to incrementally increase this number to improve coverage and response times and eight of the 10 new positions would staff 24/7 a new paramedic unit at Fire Station #7.

Mr. Roane asked for details on the proposed increased staff for the Commonwealth Attorney's office as well as the Clerk of Courts' office.

Mrs. Owens explained that these new positions would provide the additional support needed by these two offices.

Chairman Noll asked Mrs. Owens to explain how the employees of these two offices are compensated.

Mrs. Owens explained that part of their salaries are paid by the State, but the largest portion of their salary is funded locally.

Mr. Morgan added that all of the County's Constitutional Officers have more positions than what is reimbursed by the State. He explained that when we prepare the proposed budget we do not know what if any salary increase will be awarded to these offices by the State so we use the previous year's baseline award by the State Compensation Board. However, regardless of what raise the State may or may not provide for the constitutional offices' employees we ensure that all employees across the board get the same percentage increase. When their increased compensation comes in, we will just reimburse ourselves. He added that more details on all the requested new positions will be forthcoming.

Mr. Roane asked specifically how many employees will be hired in addition to the public safety positions.

Mrs. Owens stated that it is two and a half employees for all three offices combined.

Mr. Zaremba asked if information was available on the County's crime rate in relation to previous years and other localities across the country.

Mr. Morgan stated that from his recent conversations with the Sheriff, our areas of crime growth are still primarily property crime, car vandalization and similar infractions of the law. However, he noted that the County's violent crime rate remains very low relative to our neighbors. Mr. Morgan stated that in his view, to not wait and react, but rather stay in front of the situation. Part of his recommendation is based on national statistics, which reveal how many officers are necessary for specific populations. Pursuant to this ratio the County is in a good place and that is where we want to stay.

Mrs. Owens then spoke briefly on the compensation budget driver, noting that a majority of the inflationary increase in the budget is going towards compensation.

Mr. Morgan provided additional details on the compensation component of the expenditure drivers. He stated due to the increasing inflation rate, he will be recommending a larger than usual compensation raise. He reminded the Board that the Social Security cost of living increase is almost six percent so at least a similar raise, hopefully more, should be provided to enable our employees to maintain during this inflationary period. He noted that with the current labor market, it is essential to do right by our workforce for numerous reasons. He also explained that he planned to recommend a pay increase that skews the raise somewhat toward the lower end of the pay scale.

Mr. Shepperd stated that it is important to especially look at those employees who work in critical roles, such as firefighters, deputies, etc., to stay competitive with other localities in order to retain these individuals. He added even though we may give them a generous percentage increase, he is concerned for the County's baseline deputies, firefighters and 911 dispatchers.

Mr. Morgan concurred with Mr. Shepperd's comments, but added he would not limit his concern to those three categories of employees as the County cannot fulfill its responsibilities to the citizenry without good people in all of the departments.

Chairman Noll stated in the past market studies have been performed to inform us where our employees fall relative to pay in surrounding localities.

Mr. Morgan stated that it has been the Board's desire for some time now that our employees' pay scale fall somewhere in the middle of the list of the surrounding localities and we certainly do not want to slip backwards on this issue. He stated that he will get into greater detail on this and other issues when he presents the recommended budget. However, the main focus of tonight's discussion is to discuss the primary budget expenditure drivers for the FY 2023 Budget. He stated that the Board should be proud of the fact that 50 percent of the County's Capital Improvement projects are cash funded.

Mr. Zaremba stated that over the past two years with the pandemic the cost of living has increased, but we also keep in mind the tax paying citizens who for the most part have seen an increase in their assessments. He stated that he looked forward to a lively discussion among the Board on all facets of the FY 2023 Budget.

Mrs. Owens concluded that the Board will set the number of work sessions on the proposed budget to be held sometime between March 1 and April 26. She noted also that the budget presentation will be held on March 15 at 6:00 p.m. with the budget public hearing occurring on April 19 at 7:00 p.m. Lastly, she stated the budget is scheduled for adoption on May 3 at 6:00 p.m.

Mr. Morgan asked Deputy County Administrator, Mr. Mark Bellamy, and Ms. Carol Porter, to provide an overview of the County's compensation and benefits package.

Mr. Bellamy first introduced Ms. Colleen Petrie, Senior Human Resources Analyst, who specifically focuses on employee compensation. He then introduced Ms. Carol Porter, Human Resources Analyst II, who focuses on employee payroll and benefits. By way of an example, he stated that an employee making \$49,000 annually, if they choose employee only for medical and dental benefits plus the value of the retirement contributions and life insurance the County makes on their behalf totals \$19,000. So in essence, he noted the outflow from the County for this one specific position is \$68,000. He stated that the County tries to help employees and perspective employees understand the importance of these benefits.

Chairman Noll asked how the County's benefit package compared to those from other adjacent localities.

Mr. Bellamy stated that the County currently is very marketable. He noted that Ms. Petrie regularly polls other localities to determine what pay and benefits they are offering for various positions.

Mr. Morgan stated that other localities would look very similar; however, when compared to private industry the County looks much stronger in benefits but they may offer a higher salary.

Mr. Zaremba stated that most privately owned businesses do not offer the benefits provided by the County.

Mr. Shepperd noted that if an employee does not use the benefits and has to pay Social Security and income taxes it leaves minimal funds with which to purchase groceries and necessities of life. He stated that this is his concern for those who are on the lower end of the pay scale.

Mr. Bellamy then provided a similar scenario of an employee making \$49,000 but this time using the Employee plus family benefit plan. In this case, he stated that the County's total

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outlay for the employee is \$78,000. He added that is why it is so important for us to ensure that every employee understands that they are receiving from the County much more than their salary.

Mr. Shepperd asked what was the County's definition of a family as it relates to health insurance especially in light of the fact that many couples co-habitat and do not marry.

Mr. Morgan stated that the County is a family-friendly employer as we provide health insurance for employees, their spouses and their children.

Mr. Bellamy explained the Total Compensation Calculator located on the Human Resources webpage. He then turned the presentation over to Ms. Carol Porter who will discuss in greater detail employee benefits and what the family plan actually looks like, as well as other options such as life insurance.

Ms. Porter explained the benefit options available to employees highlighting the following information:

- The health and dental insurance is self-funded giving the County control over the plan;
- The County uses its funds to cover the medical and dental claims;
- If claims are higher than the budgeted amount, both the County and the employee share in any rate increases or plan changes;
- The health insurance options include Cigna Choice Fund High Deductible Plan, Cigna Open Access Plus 1 Plan and Humana Medicare Advantage Plan for post-65 retirees only;
- Total enrollment for the County is a little over 1,700 with the majority of the enrollment being in the OAP Plan;
- Currently, the County has a 93 enrolled in the Medicare Advantage Plan with Humana, 23 percent of which are spouses;
- CY 2022 changes to the County's healthcare include \$250 deductible for a single employee and \$500 for family; added a co-pay assistant program for specialty medications; and added a Health Matters Care Management Program which assigns the patient a nurse advocate to insure that full recover from an illness;
- For FY 2023 an increase in premium health and dental insurance rates will occur across the rate tiers effective January 1, 2023 and premiums for Humana Health Plan will not be determined by Medicare until September 2022;
- A chart showing the various coverage plans for health insurance and associated increase in premiums was provided;
- Delta Dental is the provider for dental insurance with two plan options from which employee may choose, Preferred Provider Option or Exclusive Provider Option;
- The total participation in both of these plans is slightly under 2,200 members and the increase in the cost of each plan to be effective January 20, 2023 was provided; and
- The County's Wellness Program, which is provided by Cigna to all employees, promotes healthy eating, exercise and stress management.

During and after the presentation the following Board questions and responses occurred:

Mr. Zaremba asked if the employee dental insurance is through Delta Dental.

Ms. Porter responded by stating that it is.

Mr. Roane asked if the County is funding and managing the plan or is Cigna.

Mr. Morgan stated that the County pays Cigna to interface with all of the health providers.

Mr. Roane asked if the County also funds the Humana Plan.

Mr. Morgan explained that the County does not fund Humana; however, we do make a contribution on behalf of our retired employees. This Medicare Support Plan is a better option for retirees and the County.

Mr. Shepperd asked if our employees have to purchase supplement health coverage to cover the gap.

Mr. Morgan stated that he did not think that is the case for active employees. The County pays 75 percent of the health insurance and the employee pays 25 percent. He explained that the two Cigna plans are for active employees; however, the Humana is the Medicare related plan for retirees. He noted that the County has a policy for long serving employees that they can retire after 20 years of service at 50 percent and the County pays half of the cost for health/dental insurance.

Mr. Shepperd stated during the Great Recession the employees of the School Division were provided greater health insurance coverage than our employees. He asked how comparable are the two groups of employees now relative to cost of these benefits.

Mr. Morgan explained that they had attempted to merge our two plans and were making progress; however, last year the Schools opted to move away from Cigna to a different plan with Optima. As a result of this change, the cost to school employees for this coverage has significantly increased. However to give an accurate response to this question, he stated that he would need to acquire information from the School Division.

Mr. Zaremba asked if you are a long-term employee of 20 or 25 years and you retire and shortly thereafter die what happens to your spouse relative to health insurance.

Ms. Porter responded by stating that the spouse is covered by COPRA for one year.

Mr. Morgan stated that he has the authority to make policy adjustments; however, he noted this very scenario has been a concern for staff. He reiterated that the spouse is given a year of no cost health insurance in order to make other health insurance arrangements at the conclusion of the year. He also noted that the Wellness Program provided to all employees is another way to counteract rising health insurance rates by providing the resources our employees need in order to live healthier. The Nurse Advocate Program helps to ensure employees who have been sick and/or hospitalized fully recover and do not need to be readmitted. This not only keeps health costs down, but helps our employees attain a higher quality life.

Mr. Green asked why a portion of the health/dental insurance costs are passed on to the employees.

Mr. Morgan stated that during his tenure with the County, we have always recommended smaller increases in the health insurance plans than that which was recommended by our expert consultant as we maintain a healthy insurance fund balance. He noted that if you provide a service at no cost at all, it gives employees an incentive to consume more and also will diminish and perhaps eliminate the fund balance. He explained that the expert consultant recommended that the employee have an increase of 10 to 20 percent in their costs. In the budget, we are recommending the employee contribute at the low end of 10 percent. Over the last year, we have diminished the health insurance reserves down a million and a half so we do not want to continue to do this.

Mr. Shepperd reiterated his concern for those employees at the lower end of the salary range.

Chairman Noll stated that the concern is for all employees in the lower salary range.

Mr. Morgan stated that the County is comparable to our neighbors relative to health insurance costs.

CONSENT CALENDAR

The Consent Calendar was considered and **approved on a vote of 5:0**. A summary of actions taken are below.

Mr. Zaremba asked that Item Number 3, *County Capital Project Financing*, be pulled for further discussion and consideration.

Mr. Roane asked that Item Number 4, *Purchase of Generator for the New Law Enforcement Building*, also be pulled for further discussion.

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Mr. Morgan explained that the County Capital Project Financing is 50 percent cash funded and 50 percent debt funded. He added that the County generally funds debt for items that have a long life span. The proposed financing and resolution before the Board is to fund the new Law Enforcement Building; secondly, to reimburse ourselves back for the Yorktown Library currently under construction; and a smaller amount to purchase some needed fire apparatus. He added that in borrowing this money via the Virginia Resource Authority we have the ability twice a year to pay interest only or a principal and interest payment. However, in the current inflationary climate we would be smart to borrow this money as soon as possible to obtain a lower interest rate that over the years could save the County thousands of dollars in interest payments.

Mr. Roane asked why the fire apparatus equipment was being combined in the financing for long-term building construction.

Mr. Morgan stated that the requested fire apparatus has a life span of 20 years.

Mr. Roane also asked how if the requested generator for the new Law Enforcement Building would be adequate upon its completion.

Mr. Morgan stated that Public Works Deputy Director, Mr. Joseph Sisler is an expert, with many years of experience, at making such determinations. He added that Mr. Sisler will ensure the generator size is more than adequate to make the facility fully operational plus have extra capacity for any future improvements. He stated that he will have Mr. Sisler send a memo to the Board which will provide additional details on the proposed generator to be installed in the new Sheriff's facility.

Mr. Roane asked who would be responsible for maintenance of the generator.

Mr. Morgan responded that the Public Works Department would maintain it.

Mr. Green moved that the Consent Calendar be approved as submitted, Item Nos. 2, 3, and 4, respectively.

On roll call the vote was:

Yea: (5) Green, Roane, Shepperd, Zaremba, Noll
Nay: (0)

Item No. 2. APPROVAL OF MINUTES.

Thereupon, the following minutes were approved and resolutions adopted:

February 2, 2022, Regular Meeting

Item No. 3. COUNTY CAPITAL PROJECT FINANCING: Resolution R22-45.

A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF YORK, VIRGINIA AUTHORIZING THE FINANCING OF COUNTY PROJECTS, THE LEASING OF CERTAIN COUNTY-OWNED PROPERTY, THE EXECUTION AND DELIVERY OF FINANCING DOCUMENTS, AND OTHER RELATED ACTIONS

Item No. 4. PURCHASE OF GENERATOR FOR THE NEW LAW ENFORCEMENT BUILDING: Resolution R22-13.

A RESOLUTION TO AUTHORIZE THE COUNTY ADMINISTRATOR TO EXECUTE A CONTRACT WITH CARTER MACHINERY CO, INC. FOR THE PURCHASE OF GENERATORS AND RELATED EQUIPMENT FOR THE SHERIFF'S OFFICE

OPEN DISCUSSION

Mr. Morgan stated that Chairman Noll and Mr. Zaremba had asked him to announce that pursuant to CDC guidance and the recent COVID trend, County employees are now mask optional.

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CLOSED MEETING. At 8:14 p.m. Mr. Shepperd moved that the meeting be convened in Closed Meeting pursuant to Section 2.2-3711(a)(3) of the Code of Virginia pertaining to Public Property and Section 2.2-3711(a)(7) pertaining to Legal Matters.

On roll call the vote was:

Yea: (5) Roane, Shepperd, Zaremba, Green, Noll
Nay: (0)

Meeting Reconvened. At 8.58 p.m. the meeting was reconvened in open session by order of the Chair.

Mr. Shepperd moved the adoption of proposed Resolution SR-1 that reads:

A RESOLUTION TO CERTIFY COMPLIANCE WITH THE FREEDOM OF INFORMATION ACT REGARDING MEETING IN CLOSED MEETING

WHEREAS, the York County Board of Supervisors has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3711.1 of the Code of Virginia requires a certification by the York County Board of Supervisors that such closed meeting was conducted in conformity with Virginia law;

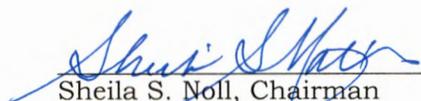
NOW, THEREFORE, BE IT RESOLVED by the York County Board of Supervisors this the 1st day of March, 2022, hereby certifies that, to the best of each member's knowledge, (1) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies, and (2) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed, or considered by the York County Board of Supervisors.

On roll call the vote was:

Yea: (5) Shepperd, Zaremba, Green, Roane, Noll
Nay: (0)

Meeting Adjourned. At 8:59 p.m. Chairman Noll declared the meeting adjourned sine die.


Neil A. Morgan
County Administrator


Sheila S. Noll, Chairman
York County Board of Supervisors