


COUNTY OF YORK

MEMORANDUM

DATE: October 21, 2022

TO: York County Board of Supervisors

FROM: Neil A. Morgan, County Administrator 

SUBJECT: 108 Ambler Street, Yorktown (Vacant Property)

Since 2018, the County's Code Enforcement Office has officially received four complaints regarding overgrown vegetation at a vacant property located at 108 Ambler Street. As a result, two notices of violations for tall grass were issued in April 2021 and September 2022. The homeowner addressed the concerns from the first violation and the County engaged a contractor to remedy the concerns from the second violation. Mr. Jay Carter, the County's Building Official, has also inspected the property on several occasions.

At your most recent work session, Mr. Charles Hedge of 107 Ambler Street delivered a petition to Mr. Green that contained about a dozen signatures from neighbors. Mr. Hedge indicates the property is "offensive to the view of the neighborhood," and that "wild animals have been seen on the property." The petition asks the County to prune or remove overgrown bushes, trees, and vines. However, given concerns over property rights and the County's lack of a wide-ranging property maintenance code, the County is unable to legally complete the requested task. The County's ordinance only covers tall grass.

Attachment

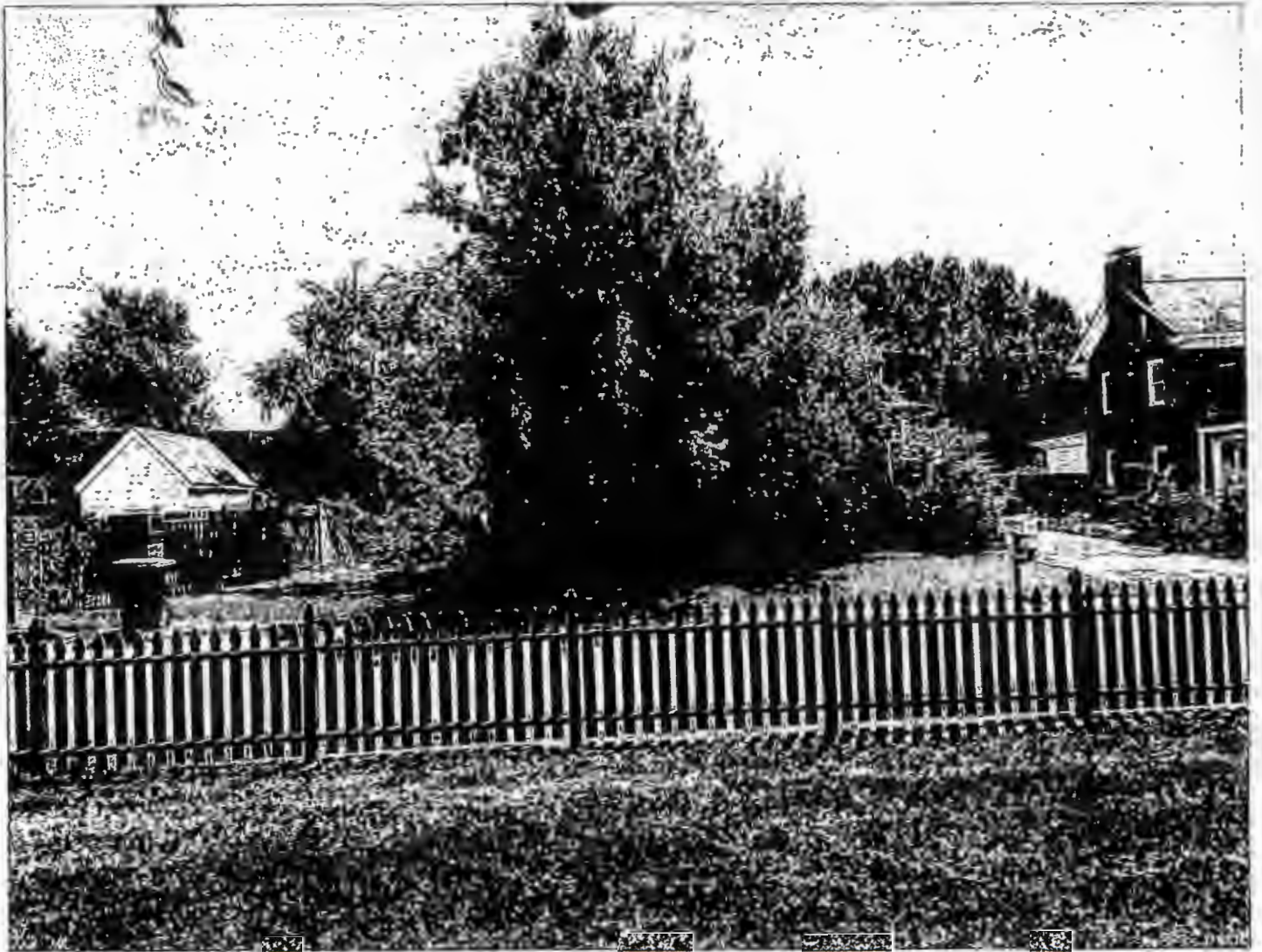
Bellamy/3309

We the residents of Ambler St. Yorktown, Virginia would like the County of York to take action on the abandon property at 108 Ambler St.

The property has been abandoned since January 2016. The property is offensive to view to the neighborhood. Wild animals have been seen on the property.

The neighborhood is considered part of the Historic area. Why is this property not held to these standards?

Name	Address	Signature
1 Charles Hedge	107 Ambler St.	Charles Hedge
2 Rebecca Alexander	107 Ambler St.	Rebecca Alexander
3 Robert DeCano Sr.	211 Ambler St.	Robert DeCano Sr.
3 Patricia Smith	211 Ambler St.	Patricia Smith
4 Jacob Poltro	212 Ambler St	Jacob Poltro
5 Claudia Caso	212 Ambler St	Claudia Caso
6 Evelyn B. Ainsley	102 Ambler St	Evelyn B. Ainsley
7 Elizabeth Holmes	100 Ambler St.	Elizabeth Holmes
8 Laura Fiorentino	106 Ambler St	Laura Fiorentino
9 William Wood	209 Ambler St.	William Wood
10 JEFFREY B. STACK	208 Ambler St.	Jeffrey B. Stack
11		
12		








COUNTY OF YORK

MEMORANDUM

DATE: October 20, 2022

TO: York County Board of Supervisors

FROM: Neil A. Morgan, County Administrator 

SUBJECT: Follow-up on Supplemental Pay Adjustments and Public Safety Compensation

The purpose of this memorandum is to update the Board regarding the status of the additional annualized \$750 supplemental pay adjustment that I recommended during the budget process as well as public safety compensation enhancements being made.

As you may recall from my FY2023 budget proposal, I recommended and the Board approved an additional annualized \$750 supplemental pay adjustment to be effective in January 2023 contingent on meeting certain financial conditions. I am pleased to report that we have met those conditions and therefore, full-time County and Social Services employees, excluding department heads, constitutional officers and work-as-required employees, will receive the \$750 supplemental pay in their first January 2023 paychecks. For part-time County and Social Services employees, they will receive a proration of the supplemental pay adjustment based on their work schedule.

Consistent with your direction last May, I will also be providing the York County School Division with a contribution of \$650,000 for purposes of a supplemental pay adjustment as determined by the School Board for their employees to receive in the same time frame.

Your adoption of the budget helped the County address the national labor market challenges with a general wage increase for County employees that was effective in July 2022. As you know, the public sector continues to be challenged in competing with the private sector post-pandemic due to wage constraints and the ability to meet the widespread demands for remote/hybrid working opportunities. However, your support with this approved budget enables the County to remain competitive in our market while concurrently supporting the School Division.

With the national recruitment and retention challenges that public sector faces, the Board is well aware of the impact on public safety and the County has not been totally immune to this issue. In fact, other localities have already begun responding on their own to these challenges to create their competitive edge, to include our neighboring James City County. In response, and in collaboration with the Departments of Fire & Life Safety, Sheriff and Emergency Communications, I am strategically implementing an approach that we believe will address these challenges for the County.

For all three (3) of our public safety departments, we recognize the value of recruiting and hiring highly qualified and certified employees. In an effort to attract such certified candidates, I am implementing an experienced hire signing bonus commensurate with their

level of experience and training needed for each unique position. The costs of these signing bonuses will be partially offset by the required costs to train an uncertified/unreleased Firefighter, Deputy and/or Dispatcher and release them sooner as well as avoiding additional overtime costs.

The County demonstrates our support of continuing education for our employees through the Degree Reimbursement Program, Education Incentive Pay as well as departmental training budgets. Specific to Fire & Life Safety and the Sheriff Departments, I am enhancing the annual Education Incentive Pay amounts to recognize employees for attaining degrees that are relevant and benefit the County. Please note that this will also apply for teachers in the County's Head Start Program.

As an added form of recognition for our Fire & Life Safety and Sheriff Departments, I am implementing an annual stipend for members of the following special teams: Emergency Response Team (ERT), Drone Team and Dive Team. The qualified employees designated to serve on these special teams require a unique level of training and experience to perform in these roles with the likelihood to be called upon at any given time of day.

Unique to Fire & Life Safety, we require Firefighters to have and maintain certain medical certifications necessary to perform their duties. Due to the level of training and education required to attain these certifications, I am enhancing the current annual stipend for being certified as an EMT-Intermediate and EMT-Paramedic. In addition, I am implementing a Training Incentive Program for Paramedics (TIPP), which will include an annual stipend advancement for initiating and while completing the certification requirements for Paramedic.

Portions of this package will require subsequent Board approval as part of the annual Personnel Policy update. As you may recall, I report any necessary revisions to the personnel policies and procedures made throughout the year to the Board for approval annually in December, noting that these changes can be implemented prior to the Board's annual approval. Recognizing that James City County has already taken similar action, I plan to implement this public safety compensation package effective November 6, 2022. A complete list of the changes described above is provided in the attached summary.

In alignment with the Board's strategic priorities, these enhancements will position the County for competitive recruitment and retention of essential positions across all County departments.

Attachment

- Public Safety Supplemental Adjustments Summary

Public Safety Supplemental Adjustments Summary

I. For All Public Safety Departments

(Fire & Life Safety, Sheriff and Emergency Communications)

A. **Experienced-Hire Signing Bonus for New Hires** *(New)* *(One-time payment after 30-day waiting period from date of hire and release; may require a retention commitment)*

Fire & Life Safety

1. With EMT Basic/Advanced certifications - \$5,000
2. With EMT Intermediate certifications - \$6,000
3. With EMT Paramedic certifications - \$9,000
4. With EMT Paramedic certifications and no prior academy completion - \$4,000

Sheriff

1. Law enforcement certified with less than 6 years of experience – Up to \$3,000
2. Law enforcement certified with 6 or more years of experience – Up to \$5,000

Emergency Communications

1. With less than 6 years of dispatching experience – Up to \$3,000
2. With 6 or more years of dispatching experience – Up to \$5,000

B. **Education Incentive Pay** *(New for Emergency Communications)*

(Annual stipend for eligible positions that do not require a degree; included in calculation of VRS retirement contributions and overtime)

1. Associate's Degree – Increase from \$600 to \$1,000
2. Bachelor's Degree – Increase from \$900 to \$2,000
3. Master's Degree or Higher – Increase from \$1,000 to \$3,000

II. For Fire & Life Safety and Sheriff Departments

Special Teams Pay *(New)*

(Annual stipend for special team's members with maximum number of team members; included in calculation of VRS retirement contributions and overtime)

1. Emergency Response Team (ERT) - \$1,200
2. Drone Team - \$1,200
3. Dive Team - \$1,200

III. For Fire & Life Safety Department

A. Medical Certifications

(Annual stipend for eligible positions; included in calculation of VRS retirement contributions and overtime)

1. Attainment of EMT Intermediate certification – Increase from \$2,750 to \$4,000
2. Attainment of EMT Paramedic certification – Increase from \$6,250 to \$10,000

B. Training Incentive for Paramedics Program (TIPP) *(New)*

(Advanced portion of annual stipend; included in calculation of VRS retirement contributions and overtime; full stipend referenced in Section A above paid upon attainment of Paramedic certification)

1. If currently certified as EMT Basic and attains Paramedic certification within 3 years - \$1,500
2. If currently certified as EMT Advanced or Intermediate and attains Paramedic certification within 2 years - \$2,000

IV. For All County Departments

Employee Referral Bonus

(One-time payment paid at half after 3 months, then remaining half after 6 months if new hire remains employed)

Increase total bonus amount from \$500 to \$1,000

COUNTY OF YORK

MEMORANDUM

DATE: October 20, 2022

TO: York County Board of Supervisors


FROM: Neil A. Morgan, County Administrator



SUBJECT: Niche Rating – York County School Division

I wanted to notify the Board that Niche.com has named the York County School Division as the Best School District in the Norfolk Area for 2023. The School Division has also been ranked third in the State as compared to other School Divisions. A copy of the results is attached. In addition, the data may be found online at www.niche.com/k12/best-school-districts.

Schott/3326



SCHOOL DISTRICT

York County School Division ✓

Overall Grade • YORKTOWN, VA

★★★★☆ 45 reviews

[Back to Profile Home](#)



York County School Division Rankings

Niche rankings are based on rigorous analysis of data and reviews. Read more about how we calculate our rankings >



National



Best School Districts in America

#455 of 10,751

Virginia



Best School Districts in Virginia

#3 of 131



Districts with the Best Teachers in Virginia

#5 of 132



Best Places to Teach in Virginia

#17 of 132



Best School Districts for Athletes in Virginia

#38 of 131



Most Diverse School Districts in Virginia

#58 of 132

Norfolk Area



Best School Districts in
Norfolk Area

#1 of 13



Districts with the Best
Teachers in Norfolk Area

#1 of 13



Best Places to Teach in
Norfolk Area

#3 of 13



Best School Districts for
Athletes in Norfolk Area

#8 of 13



Most Diverse School
Districts in Norfolk Area

#10 of 13