

**King and Queen County
Board of Supervisors Meeting
Monday, May 24, 2021**

6:00 P.M.

**Regular Meeting
King and Queen County Courts and Administration Building
Second Floor Conference Room**

Minutes of the Meeting

CALL TO ORDER AND ROLL CALL

Chairman Alsop called the meeting to order. Roll call was taken with all members being present.

APPROVAL OF RECURRING WARRANTS

A motion was made by Mr. Burns and seconded by Mr. Simpkins to approve the May recurring warrants, subject to audit.

AYES: ALSOP, SIMPKINS, BURNS, BAILEY, MORRIS

NAYS: NONE

HEALTH INSURANCE RENEWAL

Mr. Swartzwelder advised that staff has received several renewal options for the County employee health insurance coverage. In order to maintain coverage at its current level would mean a 7% increase in premiums for all plans. The County's insurance broker has negotiated with Optima Health for several changes to the Vantage 20/40 plan (grandfathered plan for existing employees prior to November 2020) that would reduce this increase to 5%. The changes included increasing copayments, per day cost for in hospital stays and the annual out of pocket maximums by a small amount. Renewal rates will go into effect on August 1st and be deducted from employees July payroll.

A motion was made by Mr. Simpkins and seconded by Mr. Burns to adopt the negotiated renewal rates.

AYES: ALSOP, SIMPKINS, BURNS, BAILEY

NAYS: NONE

ABSTAIN: MORRIS

FEDERAL FUNDING/COI POLICY REVIEW

Tina Ammons, Director of Finance was present and provided an overview of the policies. Due to the increase in federal funding and other new audit requirements the Finance Department must have these policies in place to be compliant with audit standards. The policies will govern how the Finance Department handles purchases made with and tracking of federal funds received. They do not apply to non-federal funds.

It was the consensus of the Board to have these policies on the June regular meeting agenda for adoption.

SMALL PURCHASE POLICY REVIEW

Ms. Ammons advised that the General Assembly has revised the limits set forth in the Virginia Public Procurement Act multiple times since the last update to the County's small purchasing policy in 2000. A draft small purchasing resolution and related policy were provided for the Board's review. It was noted that while the County does most of its procurement through the use of the state procurement system (eVA) and cooperative procurement methods, updating the limits within the small purchasing policy to match the limits set forth by the General Assembly gives staff more flexibility when making purchases that do not fall within those areas.

It was the consensus of the Board to have this update placed on the June regular meeting agenda for approval.

COLLECTIVE BARGAINING STATUTE DISCUSSION

Tom Swartzwelder, County Attorney, advised that the General Assembly has approved the allowance of Collective Bargaining by local governments between them and their employees or union groups which represent employees. There was general discussion with the Board regarding the repercussions of allowing this type of negotiations. Mr. Swartzwelder advised that it is still unclear whether or not prophylactic action by the Board will preclude employees from making this request since the state statute allows negotiation requests on an individual basis. It was the consensus of the Board that they have no interest in allowing collective bargaining and directed Mr. Swartzwelder to draft a resolution to have for the June regular Board meeting.

SHERIFF'S DEPARTMENT AND EMS ISSUES

Sheriff Charboneau and Chief Deputy Balderson were present to address staffing issues within their department. Chief Deputy Balderson addressed the Board expressing the growing concern with staffing particularly within dispatch. They are very short staffed and if they lose any more, they may be unable to staff the 911 dispatch center fully. Mr. Swartzwelder advised that the EMS department is experiencing similar issues in that they are several staff positions vacant as well and has been having difficulty hiring new employees and getting part time coverage for empty shifts.

It was decided to add these concerns to the planned discussion with both departments relating to requested additional staff and salary scales for both departments. This discussion is set for the June work session.

NEWLY FUNDED COMPENSATION BOARD POSITIONS

- Clerk of Circuit Court – The Compensation Board has approved a third staff position in this office. This funding covers the salary and a small portion of the benefits associated with it but there would be local funding needed to cover the remaining benefits. Mr. Swartzwelder advised that the Clerk, Vanessa Porter intends to request a budget amendment for this position as well as an adjustment to another staff person within that office to address salary compression that this new position creates.

- Sheriff's Department – The Compensation Board also approved a new deputy position for the Sheriff's Department. Unlike the Clerk position, due to the adopted salary scales, deputy positions are heavily supplemented by local funds. This new position will be included in the June work session discussion of Sheriff and EMS staffing.

ITEMS BROUGHT UP BY BOARD MEMBERS

Ms. Morris advised that she has been unable to access the new website that has been set up to provide fiber project updates.

Ms. Alsop noted that she will be attending the NACO conference and the VACO County Officials Summit in August.

IT IS ORDERED THAT THIS BOARD BE ADJOURNED

A motion was made by Mr. Bailey and seconded by Ms. Morris to adjourn the meeting.

Sherrin C. Alsop, Chairman

Clerk of the Board