

County Business

VIRGINIA:

At a regular meeting of the King George County Board of Supervisors, held on Monday, the 17th day of March, 2020 at 6:30 p.m. in the Board Room of the Revercomb Building at 10459 Courthouse Drive, King George, Virginia:

PRESENT: Cathy Binder, Chairman
Annie Cupka, Vice-Chairman
Jeff Bueche, Member
Richard Granger, Member
Neiman C. Young, County Administrator

REMOTE ATTENDANCE: Jeff Stonehill, Member
Eric A. Gregory, County Attorney

Madam Chair: I call to order this regular meeting of the board of supervisors of King George, Virginia. Do we have any amendments to the agenda?

Dr. Young: Yes, Madam Chair. I'd like to add, I'd recommend that the board of supervisors consider adding 03-10Z public safety COVID-19 update to be presented by the fire and rescue department. I'd also advise the Board to consider scratching 03-11 public hearing amendment to King George County ordinance, adopting electronic summons system assessment; and 03-11B public hearing rezoning application case number 19-03-Z02. In addition, I'd recommend that the Board consider adding 03-12B, adoption of declaration of emergency.

Mr. Bueche: So moved

Mr. Granger: Second.

Madam Chair: Any discussion? All those in favor?

Board: Aye.

Madam Chair: Chair votes aye. Motion carries.

One more thing, Board, Mr. Stonehill has requested to attend this meeting remotely in accordance with our meeting remote attendance policy. As of yesterday, a 30-30 travel policy for all county staff for those that have traveled out of the country has been implemented. For that reason, Mr. Stonehill will be calling in remotely. I'd like to entertain a motion.

Mr. Bueche: So moved.

Mr. Granger: Second.

Madam Chair: Any discussion? All those in favor?

Board: Aye.

Madam Chair: Thank you, Mr. Stonehill. Can you hear us?

Mr. Stonehill: Yeah, I got you.

Madam Chair: All right. Thank you. We have public comment. Comments will be limited to three minutes per person in accordance with... to afford everyone an opportunity to speak. If comments relate to a specific public hearing item, we ask that you offer those comments at the time of the public hearing. Do we have anybody online that would like to speak? Are they still there to speak?

Dr. Young: He's messaging them, ma'am.

Madam Chair: Okay. We'll just take a moment.

Dr. Young: Ma'am, I recommend we move forward with the agenda, and Chris advise us if they want to speak.

Madam Chair: All right. Thank you. We're going to move now, close public comment, and do reports from members of the Board. Mr. Bueche?

Mr. Bueche: Thank you, Madam Chair. On March 4th, I had the distinct honor and privilege to address King George Middle School seventh grade civics classes on the roles of the local government along with the King George Treasurer, Mr. Randy Jones. I enjoyed sharing my trek of what inspired me to be involved with local government, how I reached my office, and a short description of my role.

What enjoyed most was the interaction and fielding questions from the students. The main idea I tried to impress upon them was that they too, can get involved. I explained how public comment works, how they can

download our meeting agendas, and see exactly what we are deliberating and lend a voice even as middle schoolers. I'd like to thank Ms. Vecchio for the invitation, and all the teachers and staff who put this panel together. Thank you to Principal Jennifer Collins who dropped in during her busy day to observe. She has a fine staff and school to be proud of.

To my neighbors, we as a community must never bow to fear or hysteria. While the situation we are facing together is real, there are elements at work that could throw us into chaos if we do not maintain our ability for reason. There is absolutely no justification for runs on all local grocers especially the hoarding of such things as toilet paper. Avoiding large crowds and washing your hands are all great advice, but we must maintain our ability for deductive reasoning and ability to separate conscious caution from hysteria.

As for our local government and operations, we are maintain situational awareness while remaining consciously cautious. There are five supervisors, each with their own concerns and posture. As a Board, I see a realistic and conscious approach to the situation and maintaining safety, security, and basic services to our citizens. Thank you to my colleagues; but most especially, thank you to Dr. Young and his staff for their professionalism and poise during this times.

With that, we all have our own responsibilities. No one knows you or your family's vulnerabilities better than yourselves. Stay informed, taking care of yourselves and those around you. We will weather the storm just as we have throughout history.

To all our public safety officers from the sheriff's office; to fire rescue and emergency services; to our community nurses, doctors, and urgent care, and hospital workers; to our county staff in all departments, thank you for your dedication and selfless service. We know you have families too, yet you go to work every day amid the uncertainty of the day to serve, protect, and keep public services functioning. You are our frontline and deserve our deepest respect and gratitude. Thank you, and God bless.

Something of a different topic from the Corona virus, but of critical nature to our county finances, the Fed is looking at cutting interest rates to anywhere between 0 to 02.5%. This could be a huge opportunity if we could capitalize on this move with another debt restructuring, refinancing for the county, as well as for the Service Authority. I will be

following this closely and considering bringing this up to my colleagues in the near future to possibly have Davenport look into options and if fiscal advantage can be taken.

Yes, COVID-19 is of serious concern and the topic of the day, but we still have responsibility to run our county. Our debt and finances are still real factors. Thank you for the honor to represent you, and please do not hesitate to email me should you have any questions or concerns. God bless. Madam Chair, that concludes my report.

Madam Chair:

Thank you, Mr. Bueche. Ms. Cupka?

Ms. Cupka:

Thank you, Madam Chair. In the interest of time, I will not read my entire prepared report. I have emailed it to the Freelance Star and Project 94, and I will probably put something out on social media. I will just get to a few important points at the end.

Last night, I attended meetings of the George Washington Regional Commission and FAMPO. I exercised great care in maintaining social distance. The Virginia Department of Health came and presented updated information to us. They advised that their website is updated around noon every Monday through Friday. So to keep up-to-date, check out their website. Virginia Department of Health is updating daily. So look in the early afternoon for those updates.

Tomorrow, King George County schools will begin offering grab-and-go meals at five locations from 11:30 AM to 12:30 PM. Please visit the King George County School's website for more information.

I want to take a moment to recognize all of our King George County employees. Over the course of the past week, you have been presented with rules and guidelines that have changed virtually daily, yet you continue to serve our citizens and keep our government running. You truly make the county go and that does not go unnoticed. Thank you to everyone for stepping up and doing your part to promote a safe and healthy environment.

As for Community Cleanup Day, I feel at this point, perhaps, we should postpone that. I hope that people are getting out and enjoying our parks. Our county parks at this time remain open. Get outside. Get some fresh air. Get some exercise. Feel free, just with your family group, to go clean a park if you want anytime that the kids don't have school would be something fun to do.

Lastly, to our citizens, please know that your board of supervisors is doing everything we can to provide for the health, safety, and welfare of our community. Adopting a local emergency is a financial tool at our disposal to do so. These extraordinary times, and we all need to work together even while maintaining distance if necessary, like we are here tonight, to get things done. Please take care of yourselves and your families, and let's all remember we are a community that cares.

Thank you, again, to all of you in our community for the opportunity to serve you. Please don't hesitate to contact me with your cares and concerns for our community.

Madam Chair:

Thank you, Ms. Cupka. Mr. Granger?

Mr. Granger:

Yes, ma'am. I'll endeavor to be brief. I just like to say thank you to all the citizens. I've received a number of correspondence asking about cancelling meetings. At the end of the day, we still have to run the county. There's business to be done. With that in mind though, as you can see from our agenda, we're removing those items which are not absolutely critical to move forward with right now in order to try to keep them as short as possible and to minimize the types of items that might be bringing a big crowd out.

With that said, I'd like to say thank you to all the citizens who are still attending via tele attendance. Thank you for staying involved. Ms. Dodge, thank you for being here as well. But I appreciate everyone still being involved with the community as well, so thank you for that everyone; and thank you to the staff for continuing to just work your way through this. It is a moving target that we're working with, and so thank you for being flexible and continuing to serve this community. I really do appreciate it. Thank you to my colleagues; and Dr. Young, I appreciate all of your wisdom, from everyone here, to help find the right way forward and I think we're fine in the right way forward. So thank you everyone. That's all I have.

Madam Chair:

Thank you, Mr. Granger. Mr. Stonehill?

Mr. Stonehill:

Hello. Can you hear me?

Madam Chair:

Yes, we can.

Mr. Stonehill:

Okay. Just let [0:29:04 inaudible] traveled to Mexico [00:29:07 inaudible] no health issues [0:29:14 inaudible] but since we're abiding by the [0:29:17 inaudible] regulation, that's why I am [0:29:20

inaudible] here at the county. We're about to get **[0:29:30 inaudible]** figure out some game plan to combat this flu that we've got going around. Everybody had great ideas being... Dr. Young did a great job over there kind of spearheading everything and getting everything going.

Now, on Saturday, **[0:29:52 inaudible]** great time to get outside **[0:29:56 inaudible]** and thank you so much for all the people that didn't go out and **[0:30:01 inaudible]** it was kind of an interesting experience to meet Mr. and Mrs. **[0:30:07 inaudible]**

Then, the other night, I did... I guess it was last night, Sunday night, attended meet **[0:30:17 Rob Wittman's inaudible]** call in, referenced the COVID **[0:30:23 inaudible]** and he had his crew of doctors onboard and everything, and it just seems like there **[0:30:29 inaudible]** once the weather warms up a little bit and **[0:30:33 inaudible]** each other, and this will all be done shortly, and they did stress on the general precautions: stay away from sick people, washing your hands **[0:30:45 inaudible]** 20 minutes between washing, and just **[0:30:50 inaudible common sense,]** be well, stay hydrated, and that's all I have.

Madam Chair:

All right. Thank you, Mr. Stonehill. All right. Since we last met on March 3rd, 2020, the world in what can be considered normal has been totally altered. I was returning back from the NACo Legislative Conference with fresh ideas based on everything gathered from this awesome opportunity to network among my peers from all over the country. The spread of a virus called COVID-19 had just entered the United States. Turn the page to today, and we are in a national state of emergency. It's a time not seen in generations on a national level. All the meetings, teleconferences, and the like that I participated in seemed long ago. They dealt with county business that was supposed to come before us in the next month and will again.

I have spoken with numerous constituents of the Shiloh district and from all over the county, and will continue to keep open lines of communication at this trying time.

This past Saturday, we honored the presidents that have had strong ties to King George and especially, our fourth president, James Madison at his place of birth: Belle Grove. The Darnells, Will **[0:31:59 Gravitz]** Michelle Washington, Kim Wilson, and Nick Minor all put on a nice event as part of our 300th celebration.

The actors portraying President Madison and First Lady Dolley Madison gave awesome performances - the audience is not happy - and spoke words that ring true today. From Mrs. Madison, I quoted, "Some that I see before me are too young to remember that these kinds of fears are periodic. They happen and we cannot control what happens in our lives. There will be tragedies, there will be crises, but the only thing we can control is how we face these sorts of fears. We need to display courage, self-sacrifice and selflessness that a crisis demands of us." She lived through the 1793 great epidemic in Philadelphia which was the mystery yellow fever in which many were carried away, including her in-laws and first husband. It tested every man, woman and child, and showed what each was made of.

Today, with the concerns of COVID-19, we need to remember the precautions that have been issued from the CDC, VDH, and local health departments like cleaning your hands often, avoid close contact, stay home if you're sick, cover coughs and sneezes, clean and disinfect surfaces; doorknobs, tablets, and phones. If sick, call your doctor first to get medical advice and not overwhelm the hospitals and expose others to your illness unless absolutely necessary.

Know that the staff of King George County is doing our best to keep you safe and informed in this time of difficulty. We are working hard to keep abreast of this very fluid and uncharted situation. We are blessed to have an amazing staff at the county offices, school system, water and sewer authority, parks and recs, Smoot Library, landfill, and maintenance, and properties. Our law enforcement emergency services continue to do what they do best to weather the storm.

I thank them for their effort and I am grateful for their service. They're working long hours to come up with innovative solutions to help the citizens of King George.

I've also asked our county administrator to help coordinate links in our website to help people connect with available services - helpful information and up-to-date material to keep the citizenry informed.

Mr. Madison also spoke, and part of his speech, and stated, "It is certainly a nature of a concept," which is hard for people even now and he was pretending he was in 1820, which was 200 years ago, that all we do is not part of some grand design, but all that we do is dependent upon each and every one of us do. Our success is our collective success. I ask that you look out for your neighbors, your family and your friends,

and lend a helping hand where needed. King George is open for you, the citizen, but we do encourage everyone to do business by email and phone when possible. God bless the citizens of King George, and please be safe. Thank you. Hold on one second. Move to the consent agenda?

Mr. Granger: So moved.

Madam Chair: Do I have a second?

Mr. Bueche: Second.

Madam Chair: Any discussion? All those in favor?

Board: Aye.

Madam Chair: Chair votes aye. I forgot the delay. Motion carries.

All right. Next stop, constitutional officer's presentation by Chris Giles, King George County sheriff.

Sheriff Giles: Good evening Madam Chair and the rest of Board. I come before you tonight to request that you adopt the following resolution: whereas the King George County Sheriff's Office wishes to honor and recognize the commitment and dedication of exemplary leadership of Steve F. Dempsey, retired sheriff, King George County. Whereas Steve F. Dempsey started his career in law enforcement in 1980, as a deputy sheriff of King George County and progressing through the ranks of sergeant, captain, major, ending his career as a highly esteemed and respected sheriff in the Commonwealth of Virginia, retiring on December 31st, 2019. Whereas Steve F. Dempsey has been recognized for his lifetime of public service, having served in various capacities at the Rappahannock Regional Criminal Justice Academy, Rappahannock Regional Jail, Special Olympics of Virginia, Virginia Sheriff's Association, and extended list of distinguished service.

Some of his most notable contributions were in the pursuit of excellence from the Virginia Law Enforcement Professional Standards Commission being an accredited agency. In addition, he was a vital part of the Lisk-Silva Task Force, the Tri-County Narcotics Task Force, and the Distracted Driving Program, and the Child Fatality Task Force just to name a few.

Whereas Steve F. Dempsey was a King George County Sheriff's first canine handler with his German shepherd canine partner Bandit. After three months of training and graduating top of his class at the

Metropolitan Police Canine Academy, Steve F. Dempsey and canine partner Bandit began patrolling King George County in 1981. This was an effective duo of tracking and apprehending criminals for King George and the surrounding counties that were without a canine program. Following Bandit's retirement, the canine program continues to remain in place today following the policies and procedures implemented by Steve F. Dempsey.

Now, therefore, be it resolved, King George County Board of Supervisors, on the 17th day of March 2020, hereby thanks Retired Sheriff Steve F. Dempsey for his 39 years of service and lifetime commitment in law enforcement to the citizens of King George County. Be it further resolved, the King George County Board of Supervisors, on the 6th day of April 2020, recognize the sheriff's office canine kennel as the Steve F. Dempsey Kennel to preserve as professional reputation for future law enforcement for canine handlers. I ask you now to adopt this presentation or adopt this resolution that I've presented.

- Mr. Bueche:** So moved.
- Mr. Granger:** Second.
- Madam Chair:** Any discussion?
- Ms. Cupka:** Can I assume that you'll do it upright and frame it for him when it gets presented?
- Sheriff Giles:** The resolution?
- Ms. Cupka:** Yes.
- Sheriff Giles:** Absolutely.
- Ms. Cupka:** Please. Thank you.
- Sheriff Giles:** I was going to give [0:38:21 inaudible] thanks. All right.
- Madam Chair:** Definitely deserves it.
- Mr. Granger:** We need to vote.
- Mr. Bueche:** We need to vote.
- Ms. Cupka:** We need to vote, yeah.
- Madam Chair:** I know. Hold on. So we had a second discussion. All those in favor?

Board: Aye.

Mr. Stonehill: Absolutely.

Madam Chair: No nays. Chair votes aye. Thank you. Mr. Gregory, we have a report from the county attorney?

Mr. Gregory: Briefly, Madam Chair **[0:38:57 inaudible]** and we're dealing with that right now **[0:39:29 inaudible]** and we'll continue to do so; but as the county transitions to a new county attorney, I want to let you know that despite that transition. I believe that the new county attorney is extremely capable. I've known him for a number of years. I don't want to steal any of your thunder about your announcement later this evening, but I know that people may be concerned about transitioning in this kind of situation. But the new county attorney is experienced and very, very capable, and I want to give everybody confidence that he'll be able to step in without much of a problem and handle things going forward.

I also want to let you know that sorry, again, that I have to do this remotely, but I want to let you all know that I have very much enjoyed serving as county attorney for King George County this past seven years. It's been an extraordinary opportunity, I appreciate it, and wanted to just thank you for that.

Also, we'll be working with the new county attorney and the administration going forward on transition, so we're not just leaving you in the lurch. There will be some time for transition and we'll be happy to work with the Board, and the administration, and the new county attorney going forward. So thank you very much. I appreciate it.

Madam Chair: No, thank you. All right. Presentations and reports. Dr. Young, Dominion Power Broadband Initiative.

Dr. Young: Yes, ma'am. I will be presenting this presentation as Dominion Power and all the parties involved have been asked to not to come to King George County and give third-party presentations. So this would be abbreviated.

I'm pleased to announce the fact that we may have seen a viable solution to addressing our last-mile broadband issues. Last week, I was contacted by Dominion Power with the request to discuss a broadband project that they are working on. We hosted that meeting with

Dominion Power, the Northern Neck Electrical Coop, and All Points Broadband.

During that meeting, we're advised that the fact that since the general assembly adopted code 56-585.1.9 pilot program for broadband capacity to un-served areas of The Commonwealth two sessions ago, Dominion Power has been working on an initiative to leverage their right-of-way across the Northern Neck to run aerial fiber that can be assessed by private ISPs who target last-mile households. Dominion is referencing this right-of-way fiber as the middle mile. Why the Northern Neck? According to the legislation, utilities will be granted projects that only address households that are currently not served by a telecommunications companies like Atlantic Broadband. Due to Dominion's early studies, this equates to nearly 14,000 households in the Northern Neck.

According to the partnership, Dominion and the Northern Neck Electric Coop will run fiber along their electric lines to the critical infrastructure; example, substations and transformers throughout the Northern Neck. This fiber will be used to bring their equipment online, will also providing a tap for All Points Broadband to branch off the trunk and run last-mile fiber to underserved households. Dominion estimates the project will lead to over 300 miles of new fiber being run in the Northern Neck. Frankly, I can assure you that this is a win-win situation for both our energy partners and for King George County.

This project will be accomplished via three-phased approach. Phase one, which is current until June 2020, All Points Broadband will conduct the needs study for each locality, endorsement of the MOU, and submit a CDBG Grant application.

Phase two, which is July 2020 through December 2020, there will be a network design and a petition to the State Corporation Commission for approval.

Phase three, January 2021 until complete, Dominion and Northern Neck Electric Coop will build the middle mile and All Points Broadband will deploy the last-mile fiber.

As you can see, this is a very aggressive timetable. This escalation is built on the fact that the legislation requires any approved petition to be initiated within six months and the legislation will aspire in three years after the first petition is approved across The Commonwealth.

In addition, Dominion is being driven by the confidence that they have gained through two years of conversation with The Commonwealth and the favorable nods that they have received to pursue state funding.

The last component to their plan is the recruitment of local partners. According to the agencies, they would like to establish a regional partnership via a memorandum of understanding with King George, Westmoreland, Richmond County, Northumberland, and Lancaster County. The agencies have already spoken with Northern Neck Planning District Commission, and on the agenda for board meetings in Richmond and Lancaster. I should also note that the MOU has already been approved by the Westmoreland County government.

According to the MOU, the counties will provide local support to the initiative as needed. Thus far, local support is defined as building public support, providing the agencies any and previous studies to assist with the exploration, joining the petition to the State Commission, and writing a local CDBG Grant per county.

The agency stressed that the CDBG Grant will not exceed \$40,000 per locality threshold. Thus, not meeting the program's requirements for a local match. However, I do believe that in the event that there is a gap between the state funding and private funding that's been allocated to this initiative, we can expect to see a request coming for local funding and I'd estimate in between \$50,000 to \$100,000. But again, I want to stress that according to the MOU, this isn't being discussed at all or being brought on the table; but just for situation awareness, I felt that prudent to advise the Board that I can expect that we'll probably see some gap like that coming down and to be prepared for that.

I'm cautiously optimistic about this opportunity and highly recommend the Board approve this partnership. This optimism is derived from the fact that this plan has key players like Dominion and Northern Neck Electric Coop coming to the table versus startups to address this critical problem. In addition, this talent that APB brings to the table, I think is very relevant.

Just a quick run through, just through a couple of slides that I can go through the whole presentation, but just to graphically depict the plan for Dominion Power. Basically I provided you all this overview.

A little bit about All Points Broadband, just state that they are not a startup. They actually have an established business and have been for, I

believe, the last seven years, and they already have operations in Kentucky, West Virginia, Maryland, and Kentucky.

This is, again, just a review of what I just discussed about the Dominion pilot program. This is a key information right here. As you can see, this purple line was the original plan for Dominion Power to run their new fiber to their existing substations and critical infrastructure throughout the Northern Neck; but since this new legislation has been approved by the general assembly and they got the submission with APB, they are willing to go from moving that line to actually creating this new footprint which is deliberate because, as you could see, the little dots represent underserved households. They run that fiber right away as close to these underserved households as possible.

Then once that gray line is ran through this underserved households, the purple circle represents their critical infrastructure. As you could see, the red lines and the green lines represent the last-mile fiber that will be ran by All Points Broadband. So as you could see, they will aggressively target all these underserved households as represented by the orange dots throughout the Northern Neck to include King George County. When I asked them, "Well, what is y'all's intent? Are you defining King George County as Northern Neck South King George County or just a portion of King George County," and what they told us was, "No. Upon a jointed MOU, our intent is try to address 100% of underserved households in King George County."

Again, this is the request for local support. These are the expectations the All Point Broadband will be required to do in accordance with the MOU. This includes them actually doing the feasibility study, them actually conducting a feasible design and engineering of infrastructure and, of course, putting in a plan in place where they will actually sustain and maintain a self-sustaining fiber network that will not rely on any additional local support or support from the state.

I discussed the phase approach, and I discussed the community development block program. Again, timelines for phase one, and that completes the presentation. So Board, with that understanding, I highly recommend that the Board authorize the county administrator and the county attorney to execute an agreement, a memorandum of understanding, with All Points Bulletin, Northern Neck Electric Coop, Dominion Power, and our participating localities in the Northern Neck.

Mr. Bueche:

So moved.

Mr. Granger: Second.

Madam Chair: Any discussion?

Ms. Cupka: Dr. Young, could you please forward this presentation to the Board?

Dr. Young: Yes, ma'am. I would like to.

Ms. Cupka: I understand.

Dr. Young: Yeah. I'll put on your thumb drives because it's too big, the email, so I'll put it on thumb drives and in your mailbox.

Madam Chair: Can you also provide a contact if we want to have more further information?

Dr. Young: Certainly, ma'am.

Madam Chair: Okay. Thank you. Is there any other discussion? Mr. Stonehill, you're good?

Mr. Stonehill: Yeah. Dr. Young, what was the cost that you said possibly?

Dr. Young: Yes, sir. That cost that I'm estimating and is my estimate alone, no discussions has been had with Northern Neck or APB. They have not requested this. But my estimation's which I believe would be around \$50,000 to \$100,000 if there's a requirement for local funding to support this. I believe that that's... considering all the other efforts that we have participated in to try to bring broadband to King George County, and consider how high our priority is to King George County citizens that \$50,000 to \$100,000 is definitely worth the investment if we can actually get that return of bringing broadband to 100% of our households.

Mr. Stonehill: Yeah. You broke up on audio of the cost, but thank you.

Dr. Young: Yes, sir.

Madam Chair: Thank you. Any other discussion? All those in favor?

Board: Aye.

Madam Chair: Any nay?

Mr. Stonehill: Aye.

Madam Chair: Chair votes aye. Motion carries. Next stop, public safety compensation presentation.

Dr. Young:

Thank you, Madam Chair, and some of this information will be redundant. Please forgive me, but I'm doing it for the benefit of the general audience on GoToMeeting and the general public.

There's been a public safety arms race that has arrived at our doorstep. Everyone has read the papers and I'm sure that you're aware of recent pay restructuring taking place in the region for our public safety professionals. In some instances, the salaries for deputies and firefighters have increased by \$15,000 annually. This stressing surge in salaries has led to our fire and rescue department not only having issues with recruitment, but also facing threats of losing EMTs and firefighters to our neighbor locality.

As you know, turnover costs money. However, in the public safety field, these costs are increased exponentially. Therefore, I believe it is in our best interest to take a hard look at developing a response to the new market. More importantly, we need to be prepared to accept the cost of associated with addressing this issue.

To further illustrate the impacts of this domino effect, here's a snapshot of where we now currently stand in the market and compared with our neighboring localities.

I sat down with the county sheriff, our fire/rescue department, the director of finance, and the human resource director. We hosted a series of meetings to first assess how the new market for public safety professionals would affect us and second, how we will respond. We came to the conclusion that, number one, we must maintain an effective public safety workforce in order to address the needs of our community. Number two, as communities grow within our region and in King George, the need for public safety professionals will only increase. Number three, we've confirmed, without a doubt, that neighboring and regional localities are actively attempting to recruit our certified and tenured employees that we invested time and money in with offering them higher salaries and career promotion opportunities. Therefore, we deemed it necessary to develop a response to this issue.

The tenets of the plan are displayed on the slide. Number one, we simply cannot compete with salaries to large localities, especially those localities with the budget that continually raise compensation in response to our plan.

Number two, therefore, we decided that there were two opportunities where we could exploit and leverage our response. While many of our

competing localities focus on salary increases, we decided to focus on quality of life benefits and leveraging non-recurring expenditures.

Number three, in addition, we have to narrow the scope of individuals who will be identified in our plan in order to maximize our dollars and our impact on the counter response. Therefore, the compensation structure was simply focused on the professionals listed above which includes sworn fire and rescue paramedics, firefighters and EMTs, sworn sheriff's deputies, to include the court security, SROs, animal shelter, and 911 communication center operators. What I would like to stress that this plan will not include administrative staff, custodial staff, or support staff; and only now we're doing this to make sure that we can maximize the impact of the new compensation structure, but it simply would not be fair if we have administrative staffs in the sheriff's office being compensated at a higher pay whereas we have administrative staffs across multiple county departments and they're receiving equal pay.

Finally, we decided that the lion's share of our plan would focus on retaining employees versus recruiting employees. I stated before turnover cost money. For public safety, turnover costs are exponential. For example, King George County Fire and Rescue will invest \$20,000 to \$40,000 on average to hire, pay, train, and equip a single public safety employee in order to meet the minimum job performance requirements and this training can take up to one to three years to fully complete. So when one of our tenured is trained employees are actually recruited by another locality, we're losing significant amounts of money and time invested.

With that understanding, we decided that there are three policies that we're trying to address with our response to the compensation structure: number one, recruitment; two, retention; and number three, retirement.

The first benefits that we're recommending be approved is a 3% to 5% pay increase for our public safety professionals effective immediately. This will be based on years of service, and in the event that we do county employee pay raise this fiscal year, then this will be in addition to that pay raise and they will still be afforded the opportunity to have a pay increase with the county employees.

Number two, we will implement certification pay which King George County currently does not have a program. This will replicate the same

specialty pay that is offered by our neighboring localities. We'll use this to recruit and retain talent with critical skill sets. As you all can see, this critical skill sets aren't usually brought to the table. We actually have Chief Moody and his leadership send our professional firefighters and EMTs to the schools at the cost of the county. Upon their return, they then earn their certifications; then they're eligible for promotion. However, other localities are actually paying these certifications without consideration for promotion or anything. So this is additional pay that's offered to them, and I highly recommend that we replicate that same effort in King George County. This will come at a cost of \$152,000. Just to go back, the 3% to 5% pay increase will come at a cost of \$274,210.

Third, what we recommend is changing our VRS multiplier from 1.7% to 1.85%. The VRS multipliers are county-matched to our employees' 457 plans. Currently, the county contributes 1.7% of an employee's annual salary towards their retirement. For public safety professionals in other neighboring localities, they actually have 1.85% multiplier. Naturally, this is a high interest to tenured and more importantly, experienced firefighters, deputies, and paramedics. If the Board decided to move forward on that, that will come at a cost of \$205,000.

This is the keynote of our compensation response; offer of free health insurance for public safety professionals that have at least 10 years of service to King George County. The reason that we decided to pursue this because this is not being enacted around any of our neighboring localities.

In addition, it's a non-recurrent expenditure. It does not add to the cost for benefits, it does not add to county cost for annual pay raises. However, we can expect to see this expense arise because naturally as our healthcare cost for county employees rise, so with their healthcare expenses. However, we believe that this is the tool that our fire and rescue chief and his recruitment team would need to actually have a competitive advantage over our neighboring communities. This will come at a cost of \$134,680 to \$355,120. The \$355,120 is based on the worst case scenario; that is if all the employees that currently are on single plans or don't have county insurance because they have insurance through their spouse or they have dual, they decided that A, "Will King George County going to offer us free health insurance?" Will all of them are going to come in and join the family plan which is the most expensive plan for King George County.

However, after speaking with human resources and finance, we don't believe that that's the case. We believe that, yes, we will see some changeover and change between plans; but still firefighters that are single, they're not going to qualify from a family plan or pay for family plan. There's still some individuals that, and due to their circumstances, it's more financially beneficial for them to have a dual plan versus paying for a financial plan.

So the current state if the plans remain in place, it would be 134,000; but if everybody wanted the family plan which is highly unlikely, it will come at a cost \$355,000. So for planning factors, we decided to go with the worst case scenario when coming out with total cost for the whole compensation packet.

Finally, the second priority and marquee program for King George County is the 20 for 20 Program. This comes at a cost of \$100,000. What we would advise is King George County offer public safety employees with at least 20 years of service to King George County - not 20 years of service in the public safety field, but 20 years of service to King George County to be offered \$20,000 paycheck upon retirement and here's why. Public safety employee... well, first, county employees have what you call a "30/60 retirement plan" - at the 30 years of service and at the age of 60, you are eligible for retirement. But public safety employees have what you call "50/25 plan" Public safety employees at the age of 50 are eligible to retire after 25 years of service in local government.

Where that leaves us is at where we have 50... we have individuals that are eligible for retirement; but long after they're eligible for retirement, they decided to stay on board with King George County and so we ended up with employees that sometimes cannot keep up with the physical demands of the position that they're occupying. The reason why they do this is because they can't afford the health insurance and as you all know, they have to try to cover that gap between county health insurance and Medicare which is at age 65; so basically, there's 15-year gap.

So what we advise is that the county offer \$20,000 to encourage those employees to retire and to help offset healthcare costs for them in their retirement. Why would the county want to do that? Well, there's a couple of reasons. Number one, the longer that these employees stay on the books with King George County, we're paying higher salaries because of their tenure and their years of service. If we are able to encourage those employees to retire, then we can have salary savings

and vacancy savings. In addition, if these more tenured employees retire, then there would be advancement opportunities for younger employees. They can see themselves, one day have an opportunity to be a battalion chief force, or a senior deputy, or deputy chief just basically having opportunities to advance. If they see that there's opportunities for them to advance within King George County, then we don't have to worry about them going to a surrounding locality because they're going to feel that advancement opportunities are here.

Again, this cost is based on the worst case scenario as well. We're not currently experiencing five public safety employees retiring per year; however, we'll utilize that as a good, solid estimate on what we would expect to see if we decide to implement this program.

So with that being said, I reposted this graphic depicting our three problem sets of recruitment, retention, retirement; and then in blue, it shows the actions that this plan takes and identifies that target audience that we're trying to attract. Number one, the zero to three years with the 3 to 5% pay increase and certification pay. Then, as you could see, our mid-career is from 3 to 20 years, the VRS multiplier and free health insurance. Then, finally, for our employees that are eligible for retirement, the 20-for-20 Program. The total cost, worst case scenario, if this plan was adopted in its current form, will come at a cost of \$1,086,330.

It's my recommendation that given the current state of the national economy, the regional economy, and potentially the county economy, I recommend that the Board currently only approve the 3% to 5% pay raise for our public safety professionals effective immediately.

Then, regarding the other portions of the plan, we'll continue to monitor the situation, have subsequent discussions and deliberations during our budget work sessions, and I'd recommend that the Board approve that when we are sure that the county and economy can fiscally burden that cost.

So if the Board is so moved, I recommend the board of supervisors approve the presented pay increase for public safety professionals effective March 18th, 2020, and transfer \$274,210 from the general fund balance to the general fund and appropriate this money to public safety pay increases.

Mr. Bueche:

Madam Chair, before we entertain, would it be permissible... could I call up Chief Moody? I have some questions that I would like to hear from

him, and Sheriff Giles left, but maybe you could provide some clarity since you've had meetings with him.

Dr. Young: Yes, sir.

Mr. Bueche: But I have a couple questions if that's okay. Chief Moody, would you...? thank you, Chief. Sorry to put you in the hot seat, but I've been thinking about this for a while, so I came up with a couple of questions. First question: how many employees have you lost recently and in the past year?

Chief Moody: Well, most recently, we have had two fulltime positions that have submitted resignations. In fact, last Friday was their last day. We have went through our recruitment process, and one recent new hire rescinded his offer of employment in order to take a job with Westmorland County.

As far as a year, I don't have that number right now. I do know since tracking for the past two years, since calendar year 2018, we've had 19 fulltime positions turnover . 17 were resignations.

Mr. Bueche: How many vacancies do you currently have right now?\

Chief Moody: Currently, we have three fulltime vacancies.

Mr. Bueche: Second question: what were your last recruitment numbers? I know you guys do this recruitment type trips, or fairs, or whatever, like has there been interest in King George County, or is it just not competitive?

Chief Moody: So the last testing process and recruitment process we completed was back in November-December timeframe. We had roughly 44 applicants. Of those 44 applicants, 14 are qualified. We invited all 14. We had six confirm they would be there to attend the testing process. Five showed up. Four passed. Zero medics out of that entire recruitment process. Let me note this; that was prior to the public announcement of the Stafford County pay raises for public safety, and Spotsylvania County, prior to that.

Mr. Bueche: I had some other questions, but Dr. Young's slides covered those about how are we competing with surrounding localities and how much we're investing in the training, equipment, and so forth. But at the annual awards banquet, you reported that calls were increasing. Can you re-brief that and--?

Chief Moody:

So I don't have the exact numbers; but in 2019, fire-rescue calls, 911 calls increased over 200 more calls in 2019 than they did in 2018. In 2018, they increased over 150 more calls than they did in 2017. So we're seeing a trend of no shortage of our citizens in the public and that's a key point too.

I recall just like the sheriff's office law enforcement calls are not necessarily just related to the citizenry. It's the public in general. So anybody that has an emergency that falls within the confines of King George County, we're the responsible agency.

Mr. Bueche:

So how many people does it take to operate a shift? I say that because I know there's certain guidelines or not guidelines, but restrictions in laws that you cannot pull out an ambulance or you cannot pull out a fire engine, unless it's manned to a certain number. Are your shifts properly manned or with these two resignations and recruiting issues, are we facing the potential of losing a shift?

Chief Moody:

Well, that's a good question and what I'll tell you is when we, in our department, are fully funded, we are staffed at 15 positions spread between three stations within the county per day. We have three shifts: an A platoon, a B platoon, and a C platoon.

Company 3, located in Fairview Beach is our lowest-staffed station. We have it at very minimum staffing. I have two firefighter medics there, 24 hours a day. You can't put anything less than two people on an ambulance by law. You got to have a driver and you have to have an attendant. We use those same two people to... if there's a fire call, they're getting off the ambulance and they're staffing the firetruck. If they're on an EMS call, EMS calls can take up to an hour-and-a-half to two hours from the time we get the call to the time we get back to the station. So you can see there's a lot of void period and gap period from when there's a call.

Often times, our units are backfilling all the districts in the county. So it's not uncommon to have Company 3, from Fairview Beach, answering a call passed Route 3 over in the Shiloh District for example, or Company 2, from Dahlgren, answering a call in Presidential Lakes; that can happen on a routine basis. The situation we're dealing with right now only highlights that important with COVID-19, and how we're preparing. So I hope I answered that question.

Mr. Bueche:

You did, and I have a lot of concern about Fairview Beach in my district; the way that neighborhood is situated, with the wind coming right off

the Potomac, the houses so close together. I mean, the blocks are right next to each other. If a fire breaks out and there's no one to respond very quickly, we could lose a block, two blocks of homes. That's all the questions I have - thank you, Chief - unless anybody has questions for Chief.

I asked these questions because I appreciate Dr. Young's consciousness of the finances; but fire rescue, more importantly paramedics and ambulances running in this county are critical. I don't think that's anything that can be compromised.

I've been following the articles about what's going on in surrounding localities and that we knew this was going to affect us in our numbers, especially with what's going on now. Our hospitals, our urgent cares, they're being taxed and it may be regular illnesses, it may be associated with COVID, but just regular illnesses.

Our paramedics have been, and will continue to be until the future... our doctors. Those ambulances or our hospitals right now... and I don't think that we could even take a chance of losing a shift, of losing ambulances. We just cannot take that chance, and it can happen overnight. These surrounding localities have approved their budgets.

You said there's 10 people, correct, with active applications in other localities; is that number correct?

Chief Moody:

I've heard rumor. I don't know whether that's factual or not. I've heard rumor of that. I will say... and Dr. Young certainly hit the nail within this presentation and that is it is no secret that these large localities are aggressively trying to market to tenured experienced people. Even me, myself, I get postcards from even as far away as Albemarle County, Prince William County, Fairfax; and as these communities grow, there's going to be an increase need for these types of people to work nights, weekends, holidays, and all the undesirable times of the day to do the work of the public.

Mr. Bueche:

I can't blame our firefighters, or paramedics, or sheriff's deputies to drive 10 minutes or 20 minutes down the road for \$15,000 or \$20,000 more a year - I would do it. They got families, too. So I don't blame them for that, especially our trained and tenured staff that could resign or even after their two-week notice and pick up because they're still certified in The Commonwealth of Virginia, and start working two weeks in a different county, and it could happen very quickly.

I, for myself, and I wish Sheriff Giles was here because I was going to ask him about his numbers, too--

Dr. Young: I have those numbers, sir, if you want.

Mr. Bueche: Okay. I would like to know what... how many vacancies does he currently have, and in the last two years, what has been the turnover rate?

Dr. Young: I'm not sure about the vacancies. I can ask him about that. But I do know turnover. He had two sheriff's deputies that have turned over or have departed from King George County over the last two years, but he wants to stress that. It wasn't over salaries. It was over different issues. However, he also want to stress that he has lost two 911 communications officers - he lost those to Westmorland. So salaries are a sever concern for our 911 operators.

In addition to calls, I have the numbers that I'll gladly email to you all; but the call for service, just like in the fire and rescue department, has significantly increased for the King George County Sheriff's Office as well. So they're basically in the same boat. Just like Chief getting calls nine 9 times out of 10, correct me if I'm wrong, Chief, a deputy or someone's going to also likely to attend to those calls as well, so they're in the same boat in their experience in increasing calls as well.

Mr. Bueche: All right. Thank you, Chief. That's pretty much all I have. So to my colleagues--

Madam Chair: Hold on.

Mr. Bueche: Go ahead. Sorry.

Ms. Cupka: Yes, please. Thank you, Chief. So you said 15 positions spread across three stations when you're fully funded by the Board, right?

Chief Moody: Fully staffed.

Ms. Cupka: Fully staffed. Is that minimum staffing? That's the number you need that you're... you're looking at the number of personnel you need. That's the minimum you need to... we don't want you to go below minimum staffing is what I'm trying to say.

Chief Moody: Correct, yeah. So we--

Ms. Cupka: How often does that happen?

Chief Moody:

It just depends when you take in consideration vacancies, when you take in consideration illnesses. I have one that's on FMLA, a female that's getting ready to have a baby. When you add all these reasons of why you may have open positions, there does have to be... at a certain time, we do have a certain minimum level; but 15 is, to answer your question, is what we desire. If we have 15 people in operations that are there every day, then it certainly makes our job a whole lot easier to respond to calls.

As the community grows, we're going to have to continue to address this; but certainly, this item right now is priority. We couldn't add. I couldn't go to Dr. Young and request additional positions if we're not even in a competitive market. So we have to be in a competitive market and that is of the utmost importance.

We did a market study in 2017 as a county; but quickly, we became out of the market from, at least, fire-rescue side of the industry.

Ms. Cupka:

Sure. I would just point out to my colleagues, Chief, you gave us a little bit of historical broken down by year; but if you all look at Chief Moody's monthly report at the end of packet on page 187, dated March 4th, 2020, historic calls for service for the month of February 2018 was 253 for the month, 2019 was 276 for the month, and 2020 has been 295 for the month, so that fits with what you're saying, the pattern historically as well.

Chief Moody:

Correct.

Ms. Cupka:

So thank you very much for all you do.

Chief Moody:

Thank you.

Madam Chair:

Thank you. Mr. Stonehill, do you have anything online?

Mr. Stonehill:

[1:20:08 inaudible] conversation at our last budget meeting with Sheriff Giles. I think he was saying they were six down and that they had three going to the academy here in the future, with two possibly getting ready to leave as well. So I guess you're going to be back at five. It seems like they're very short as well. They have a minimum staffing of three per on the shift. They do get a trooper that's every now-and-then that's there as well, but I know they're struggling with the same situations as fire rescue as well.

Madam Chair:

Yeah, I know Mr. Granger has a comment. Mr. Stonehill, did you have to continue? Do you have more?

Mr. Stonehill: I think Sheriff Giles actually might have just gotten on if there's a way to contact him.

Madam Chair: That's what I was going to mention. After Mr. Granger ask his question, I was going to ask Sheriff Giles' comment. Mr. Granger?

Mr. Granger: I'm here.

Madam Chair: Sheriff Giles, would you like to say something for what Mr. Granger asked?

Sheriff Giles: I just got out, so I don't know even know what he asked. I'm sorry.

Madam Chair: That's okay. Hold on a second. Mr. Granger had a couple of questions, and then we can ask you some questions. Is that okay? Can you hear us?

Sheriff Giles: Yes, ma'am. Absolutely.

Madam Chair: All right. Thank you.

Mr. Granger: Okay. Thank you. Dr. Young, I had a couple questions in regards to physical impact in particular.

Dr. Young: Yes, sir.

Mr. Granger: I know in previous budget work sessions, you had put an earmark down for the estimated cost of what you thought it might cost to address the current situation in regards to compensation for sheriff's department, and fire, and EMS. What was that earmark? I don't recall off the top of my head.

Dr. Young: For compensation?

Mr. Granger: For addressing the current situation with what's going on. For going through this process, what we're going through right now.

Dr. Young: Yes, sir. In our original budget work session discussions prior to current state of affairs, I had asked for earmark of \$370,000; but that's compensation for pay increases for all county employees. When we had the discussion, Chief Moody, Sheriff Giles, Human Resources, finance and myself were still in the works of developing and getting the right numbers for our compensation plan and that's the number that we identified here. We just arrived at a conclusion that this number, unfortunately, was after the budget work session. So these are the finite numbers that we're actually... if approved, we would input it into our budget impacts and present during subsequent budget work sessions.

Mr. Granger: Okay. The 274,000 for... so are you asking for us to appropriate funds in that dollar amount?

Dr. Young: Yes, sir.

Mr. Granger: So what would the cost be next year, for the following fiscal year because we're already-- so let me ask this: would this... because it would go into effect immediately, would it be retroact to pay throughout this whole fiscal year to back pay current members, or is this just the cost for the last three months of the fiscal year?

Dr. Young: No, sir. This will just be the cost for March 18th through the end of the fiscal year.

Mr. Granger: Okay.

Dr. Young: Yes, sir. Not retroactive. What will happen is if we do move forward, county employee pay increases, then yes, of course, that number would be figured into the compensation for all county employees and you'd have to expect to pay benefits on a pay increase of \$274,210. Just some quick math, that would add an additional--

Mr. Granger: About a million dollars, right? Roughly... well, a little less.

Dr. Young: Yeah. About \$90,000 in benefits.

Mr. Granger: Oh, well, I'm trying to-- I'm a little confused then. If this is to cover for about four months' worth of time, I would assume then for a whole year's worth of time, these rates, it would be about \$750,000... I'm just asking what the impact to the budget for next year would be.

Dr. Young: I'm tracking, sir, and I can--

Mr. Granger: Because, obviously, we want to track back any raises. So I just want to make sure we know what we're getting into for next fiscal year.

Dr. Young: Correct me if I'm wrong... let me ask Amanda. Correct me if I'm wrong, is this for annual or is this through the end of the fiscal year?

Ms. Sumiel: [1:24:41 inaudible]

Dr. Young: End of the fiscal year, tracking. I'd have to do the numbers crunchings which we plan to have to for the budget anyway to determine how that's going to impact the salaries for fiscal year 2021.

Mr. Granger: Okay. I just bring it up so my colleagues can think about... there will be an impact larger than this to next year, to the budget overall for what this year's is.

Dr. Young: Yes, sir, without a doubt, but I can tell you that understanding our numbers and understanding where we financially stand, I'd be comfortable with recommending that to you all with the understanding that it is going to have that subsequent impact on fiscal year 2020 budget.

Mr. Granger: Tracking and--

Dr. Young: Yes, sir.

Mr. Granger: --amenable to that and this is important to make sure that we are competitive. We want to make sure we provide for the safety and welfare of our citizens, and that's what we need to do. My last question was in regards to the healthcare and the healthcare costs. Did you have that as a non-recurring cost?

Dr. Young: Yes, sir. I stated that it's... I said non-recurring expenditure, meaning that you don't have to pay benefits or annual salary increases on it. However, I do advise that, there's the potential for that to rise and I mean it's likely going to rise when we have those years that the health insurance plan for county employees increases.

Mr. Granger: I guess what I'm confused by is the term "non-recurring." I think of like non-recurring to something, for instance, like a bonus where you pay one time and that's it. Whereas this is going to be... I don't know. We're not looking necessarily to adopt this tonight, but this would be year-over-year. I mean, the county would then continue to pay. So to me, that appears to be a recurring cost and I was just a little... unless I am missing something and something you can point out to me why this is a non-recurring expenditure?

Dr. Young: You're absolutely correct, sir. That's a bad term. In fact, I've changed that term probably six times prior to doing this presentation - just the lack of a good description of what we're calling these expenditures and I guess I should have said non-recurring on benefits--

Mr. Granger: Not compounding, I would say

Dr. Young: Yeah, not compounding.

Mr. Granger: I understand that rates could go up and that would have an impact, but... okay.

Dr. Young: Yeah, that's a better word.

Mr. Granger: I'm sorry. I see a hand up from Ms. Sumiel.

Dr. Young: Non-compounding.

Madam Chair: Did you want to comment?

Mr. Granger: Address something?

Madam Chair: Yes.

Ms. Sumiel: So to clarify, we were discussing again about the salary cost. So what we based it on was the annual salary, so that's my fault. It is based on their annual salary. It does not take into account if they get an increase in July, but we looked at what they're paid for the whole year, not just through the rest of this fiscal year.

Mr. Granger: So that dollar figure would be--

Ms. Sumiel: So that 274 would cover for the year.

Mr. Granger: The year, okay. Would it be fair to make the assessment then to cover those--Just to make sure I understand properly... I apologize. So for this current fiscal year, it would not cost an additional \$274,000 to provide that 3% to 5% pay increase?

Ms. Sumiel: That would be correct because we're only basing that. If you're looking at the rest of the [1:28:06 inaudible]

Mr. Granger: Yes, ma'am.

Ms. Sumiel: The whole year. Yes, sir.

Mr. Granger: Thank you. I appreciate it.

Ms. Sumiel: Yes.

Mr. Granger: That answers all my questions. Thank you so much.

Madam Chair: Now, since Sheriff Giles is online, does anybody else have any questions to ask him directly? Well, I'll ask one question. Since you're here with us, how many... you might have answered this before: how many people do you think you'll lose a year to the salary difference, and how hard is

it to recruit without the-- to compete with the surrounding counties that give more money?

Sheriff Giles: Well, it's just like the fire department. I mean, we go to a regional academy where salaries are spoken about, and starting salaries versus what we're making, and it is hard to compete. I really, truly, haven't lost anybody, but it would be in the future because there's talk around the office about doing that, about moving because they want to be up close to Fredericksburg, and the pay's better, and it is a future thing that I'm worried about retention quite a bit.

Madam Chair: Thank you. Mr. Bueche? Okay. Not a question for the Sheriff? Thank you, Sherriff Giles, for coming online there.

Sheriff Giles: I apologize for not being there.

Madam Chair: No, that's all right. I understand. Do your job, it's important.

Sheriff Giles: Yeah.

Madam Chair: Yeah, and keep your numbers down, yeah. Mr. Bueche?

Mr. Bueche: Thank you, Madam Chair. One thing I do want to point out, I like the fact that what you guys built out - Dr. Young, staff, Chief Moody, and Sheriff Giles - is the targeted raises. It's not across the board, so I really like that. It's really showing where are needs are, where those specialties are that we heavily rely on. So I do like the fact that it was a targeted approach, not across the board. But a question is: how many counties have already implemented their new compensation plans effective, let's say, immediately because if we do wait to implement this into our new fiscal year, that's five months that we could potentially be losing people; and if the numbers are where they are right now, that could take us down to where we do have to cut a shift and I have feeling the first shift that will be cut is Company 3 in Fairview Beach, which is my district? In that side of the county, I need Company 3 functioning. So that's my question. What we're looking at right now with those who we're competing within that region behind me, how many have already implemented their plans effective immediately that we're competing with today?

Dr. Young: Yes, sir. Prince William has updated their compensation structure which was to kick off for the domino affecting the region. Prince William adopted their policy, then Spotsylvania, Stafford.

Currently, I have held discussions with both the county administrators of Caroline and Westmorland; and they're basically watching this whole new market and what all these neighboring localities are doing, and they're going to respond in kind as well. At the moment, Spotsylvania, Stafford, and Prince William, but you can certainly expect to see a new compensation structure for the public safety professionals in Carolina, Westmorland.

Mr. Bueche:

Thank you. So following the budget work session that we held when these numbers were initially presented, showing the gaps between all the localities and the pay disparity, I shared that on my Facebook. Now, not everybody comments on Facebook; but that did engage citizens, and had some phone calls and emails from citizens asking me about that, and what was suggested by quite a few people is: why aren't you ramping up your volunteer efforts? I, myself, asked that question over a year ago and I said, "Chief, why are you guys..." doesn't cost the county anything. With all the additional training and requirements that are out there, you can't just simply show up at a fire station and say, "I want a volunteer." Westmorland County relied heavily upon their volunteer corps.

I know of two rescue squads that have literally locked the doors and turned in the keys. They're not operational. In fact, they're not even responding to some calls in Westmorland because they were so reliant on their volunteer services there going fulltime.

I know we want to wait and I appreciate everything, but I agree we need to look... we need some real numbers to look at, okay, but I would like to entertain not adopting the portion. I would actually like to entertain adopting the whole package that was presented and it's time to address fire-rescue. It's a public safety need. That's my opinion, but I know it's going to hurt, nothing is free, but I think this is something. Just like when we had to address the needs of the schools in the past, this is a direct impact to public safety and I believe we need to address it head on and if this is the way to get people to stay on, to come join, I believe this is what we got to do. So I'm in favor of looking at the whole package, Madam Chair, whenever... I mean, however you all want to handle it, whenever you all want to do to address it. I would like to do it as soon as possible, but my preference would be for the whole package that was presented, not portion. Thank you, Madam Chair.

Madam Chair:

Thank you. My question: so that bottom, that is an estimate of what it would cost to the end of the fiscal year?

Dr. Young: No, annually.

Madam Chair: Okay, so annually. So starting next budgetary cycle?

Dr. Young: Yes, ma'am, July 1st, except for the employee compensation, the 3 to 5% pay increase, which is 274,000, that would be this fiscal year.

Madam Chair: I'm just trying to clarify because I'm sure there's other people in the public that might have the same question.

Dr. Young: Yes, ma'am.

Madam Chair: For now, what we can do is the three-to-five pay increase, right? That would cost--

Dr. Young: Yes, ma'am.

Madam Chair: That would be to the end of this fiscal year, correct?

Dr. Young: Yes, ma'am.

Madam Chair: Then, if we approved everything for the next budgetary cycle, then it would be possibly that amount?

Dr. Young: Yes, ma'am. That's worst case scenario, again, is not likely to hit that amount, but that's what we planted to plan for worst case scenario.

Madam Chair: So what we could do tonight, if everyone was in agreement on it, is to approve the 3% to 5% for the end of the fiscal year and that we would consider in our next budget, the whole package? Would that be about right? Okay. I just want to clarify that, so we're all--

Mr. Bueche: Just the percentage rate or percentage raises, how competitive does that make us? I mean, is that something that, "Hey, we did it," or is that something that's truly going to impact retention?

Dr. Young: Fire chief is definitely going to reply to that; but admittedly, for our starting salaries, it will bring us closer. It's not the end-all be-all. That's why we have these other benefits that we're putting on the table. So it's not the end-all be-all solution. It brings us closer to being competitive, but no matter... to be honest with you, we cannot financially afford to get those salary increases up and competitive with something like a Prince William or Stafford County. I mean, it require... like we said, we could look at it here.

Mr. Bueche: Yeah. You can't go dollar-for-dollar. I think that's made clear. What I gathered from your initial presentation was it's not just the percentage

raise up front that's going to help us with recruitment and retention. It's the entire package that is what's going to be attractive to bring in talent and retain talent. So I don't think by simply passing a measure for the percentage raises... I mean, we're doing something to do something, but is it impactful? I'm looking at what can we do make sure for the next five months, we're not losing a shift; that's my overall concern.

If the percentages were something enticement and it would keep people here or keep people coming in, absolutely. Based on your initial presentation, I don't think that, by itself, does the job. I think it was the entirety of the package that you put together being that we can't compete dollar-for-dollar with say Spotsy or another large locality.

Madam Chair:

But I would hope that they would know we're making this presentation and we're talking about it here that they know that for the next budget cycle, we are really, really considering this as their package, as part of our budget that we're going to do this for them. I would hope that they would understand that, too, than leaving us. We have a lot of dedicated paid personnel. Ms. Cupka has a--

Ms. Cupka:

Madam Chair, if I may? I fully understand where you're coming from, Mr. Bueche. In another lifetime, I was a first responder.

Mr. Bueche:

I know.

Ms. Cupka:

My husband still is. I want to do everything we can for our fire, rescue, EMS, and our sheriff's deputies; but for me, personally, right now, I respectfully differ to county administrator's recommendation for us which is for tonight the 3% to 5% pay increase for the remainder of this current fiscal year and then let's slow down. Let's have a more in-depth conversation at our next budget work session to make sure we're making an informed decision about the entire county budget because the reality of the public health situation right now, while I know we can't afford to lose people right now, we just don't know, financially, what's headed our way and we need to be responsible to all of our citizens in the county. I hate to make that recommendation, but I feel like we need to slow down just a little bit.

I would hope that the respective staffs understand the difficult position we're in right now, all of the considerations we have to make, and that, hopefully, they would see this as good faith that we want to do something for them. We just need a little bit more time to consider the situation. That's all.

Madam Chair: That was nicely said. That's what I wanted to say. Mr. Granger, did you have--

Mr. Granger: I agree with Ms. Cupka. It's not that I'm against it; but at this point, it would be making the decision to move forward with an increase to our budget by a million dollars and we definitely need to do something now. I would like to do all of it; but when we get to the next budget work session, we might look and say, "Hey, we can do three of the five. We can do four of the five." But if we decided tonight to do all five of five, we've committed, we can't take something away once we give it. I mean, that... then it's there. So I think we should go with the pay increase and then seriously doing the rest as well for the next fiscal year, but we need to look at all of the budget.

Madam Chair: Mr. Stonehill?

Mr. Stonehill: I would agree with that as well. Of course, I would love to say, "Yeah, right now. Let's go ahead with the full monty," but I just think... I agree in this time right now of what we got going on right now. I think we need to wait, but I want to make sure that all of them... all fire, rescue, and sheriff's office, and everybody knows that we will do something. It's not if we're going to do something. We are definitely going to do something.

But I would agree with Dr. Young's recommendation for the next five months or what that was. It's hard to kind of follow along on the PowerPoint, but I would recommend what he went with.

Madam Chair: I--

Mr. Bueche: Sorry. So my question: under the certification pay, the people that you said that were leaving the county, were those certified, correct? That was firefighter, paramedics?

Dr. Young: Yes, sir.

Mr. Bueche: Okay, which is what our critical need is, at least, in my opinion. That cost is coming in. What is it, \$152,000?

Madam Chair: Yes.

Dr. Young: 152,000.

Mr. Bueche: Instead of implementing the whole thing, would a combination of the percentage raise and then the certification pay to make it attractive for

those critically targeted people that we need? Could we do that instead of implementing the full package because it makes sense what you all are saying, with implementing the certification pay with the pay raises, would that be enough to pump the brakes on losing people or actually bringing some people in; and is that something that we could absorb financially now? I know a million dollars is a lot. I agree, you bring up some valid points. But will we consider adding the certification pay to the percentage pay?

Mr. Granger: I'm willing to entertain that. I guess my real question would be since Dr. Young had made the comment that he was asking for the Board to transfer funds in the amount of 274,000 from the contingency to the general fund, is that correct?

Dr. Young: From the general fund, fund balance.

Mr. Granger: Sorry. Thank you. After hearing from Ms. Samuel, I guess it would not actually be 274,000 to cover the cost of this current year for the 3% to 5% pay raise; and so if that dollar figure could also cover the certification pay, I think I'd be comfortable with saying, "Let's do both of those and move forward with doing those in the years to come," as well and then entertain the other three as well as we go through the rest of the budget work session.

Dr. Young: Madam Chair, if I may, I want to advise that what we're asking for, for the \$274,000, or the pay increases, we weren't asking for pay increases just for the next five months. We're asking for... literally, we're raising pay increases for public safety professionals into perpetuity. So I want you all to have that data point in your policy decision.

Second, I know that we want to discuss the remaining benefits in subsequent work sessions, but we won't be able to do it at the next budget work session. We actually will have to take a look at this after we do revenue projections and as you all know, revenue projections are probably 30 to 45 days out. So once we could project our revenues and see how we're going to be financially impacted, then we'd be in a better position to say what we can't afford and what we can afford. I'm sorry, Chief.

Chief Moody: I just have two points that I want to add after y'all's discussion. Real quick, the question that you asked, Mr. Granger, is certainly very valid point. That 274 that Dr. Young was asking for, these were annual projections, and I did confirm that with our spreadsheet, and with Amanda, and Samuel. That includes the increase in the benefit cost.

When you increase a person's salary, you're going to have a compounded effect to benefits.

We're in the third quarter of our budget cycle in this current year. So we're looking at \$68,550 per quarter, so that was annual. Obviously, we're not going to retroactive. So there's going to be not that... certainly, that full amount this year is what we're... so that fiscal impact will be reduced.

The second point I want to make is I want to... I know Dr. Young don't take a lot of credit for himself, but we work together and had a lot of conversations - myself, him, Sheriff Giles, human resources director, director of finance - and really sat down at the table and thought of some ways out of the box so we could look at boosting and having a more robust recruitment and retention program. This \$3,000 for paramedic you may see, Spotsylvania is advertising 7,000 and Stafford's doing 10,000. These are the skillsets we're investing months and years to train an individual, and tuition costs are very high, and once they get that skillset, they become very marketable and our neighbors know that. So we really worked very closely to come up with this out of the box thinking to how can we market this to do something that other folks are not doing, and boost, and have a more robust recruitment and retention program. So whether it's phased-in approach, I certainly get it.

We're dealing with a national emergency, a regional emergency. We don't know the cost and effect that's going to have, but I just wanted to thank the team that worked on this because... I think everybody knows it's certainly important, but I did want to hit the point of the numbers and the numbers would not be that just for the 3% to 5% if we implemented it next pay period. We're already three quarters of the way in a budget year. Now, it will have an impact, the full 274 or more next year, July 1 to June 30th.

Mr. Bueche:

Tracking and it totally makes sense. I appreciate it. Thank you though.

Dr. Young:

Madam Chair, if I may? So I didn't answer Mr. Bueche's question on if we could financially afford the certification pay. While I'm hesitant to really dive into that unknown of what fiscal year 2021 will look like, if the Board want to consider adding approving certification pay with those numbers, and those are... we'll just say non-recurring but... what's the word that you utilized? Non-compounding.

Mr. Bueche:

Non-compounding

Dr. Young: Yeah. Non-compounding cost, I think that we can afford that and I think that we'd be able to... we'd be comfortable recommending adopting that with the understanding that that's going to have an impact on our budget for fiscal year 2021.

Madam Chair: I'm not opposed to that because I know how important it is for you. You get all this training, you get all this education, and there's a cost to it and they should be compensated for having the initiative to go, and getting that training and that certification, and we need to support that and encourage that in our staff.

Ms. Cupka, did you have a--

Ms. Cupka: I can live with that. I would note the effective date on this one is not immediately. It is effective July 1st, 2020. So I'd be comfortable with that. Then, obviously, knowing that that's consideration that needs to be made during the budget work sessions that now we're already looking at, the 274 and the 152, and we'll go from there.

Mr. Granger: Just to make sure I understand you, Ms. Cupka, correctly: you're saying leave the effective date as July 1st. We're just saying we are implementing this program and it will go into effect July 1st. Is that what you're saying?

Ms. Cupka: I guess I'm confused because I thought it was to do this, but as it is up there which says, "Effective date: July 1st, 2020."

Mr. Granger: I think Mr. Bueche's intention was to say let's--

Mr. Bueche: Implement both immediately.

Mr. Granger: --hold it for now, and make it the policy that it's in place currently, actively.

Madam Chair: Now, the question is: when does the fourth quarter start? What's the effective date of the fourth--

Mr. Granger: April.

Madam Chair: Is it April 1st?

Mr. Granger: April, right?

Mr. Bueche: Yeah.

Madam Chair: Can we make it effective April 1st?

Dr. Young: Well, for this--

Ms. Cupka: So it's only like 37,000... what? A quarter of 152, right? Half of 152--

Dr. Young: No, ma'am. This is almost like a bonus. A one-time bonus per year. So it's not a salary. So if you all did approve this, like if you all approve this tonight, literally, finance department will get busy on actually writing bonuses for everybody with the certifications. So quarterly... it's not a quarter thing. It's a one-time payment annually.

Madam Chair: What if we approve doing the certification pay starting July 1 in the new fiscal year, and also the three to five in the new fiscal, but the three to five starting April 1st? What does everybody feel about that? It's okay. Mr. Stonehill, you could chime in if you want to.

Mr. Stonehill: When I need to.

Mr. Granger: I'm of a mind that if we move for certification now from a retention and recruiting perspective, especially retention, all those who have these certifications currently would get the bonus this fiscal year and then when July comes around, I know it's quick turnaround for us; but I think it would be nice from a retention perspective to look at it and say, "Hey, they're giving this now and then we're going to get it again in the new fiscal year," which is just a quarter away. I understand that that cost is the cost actually for this year as an estimate right now because it's a bonus.

Madam Chair: We also could do both take effect April 1st.

Mr. Granger: I think that would be moved from that perspective because it--

Madam Chair: Well, just put them in concert together - the pay increases in the fourth quarter and then that comes the same time. That's all I was saying--

Mr. Granger: Yeah, I understand. I'm sorry. That's, and that's certainly I think reasonable.

Madam Chair: What do you guys feel about that?

Mr. Bueche: So I would like certification pay and the percentage pays to be effective on April, and then we re-visit the rest whenever we have a full picture of what the impacts are, is there a possible recession on the horizon, all those things, we can then look at, at a more prudent time.

Madam Chair: Mr. Stonehill?

Mr. Stonehill: I would be good with that.

Madam Chair: Okay. Do I have a motion, or do we have to have a motion for this one?

Dr. Young: Yes, ma'am... I'm sorry. I was going to update my recommendation.

Madam Chair: Go ahead.

Dr. Young: Okay. Give me one second, ma'am. I recommend the Board... okay. I'd recommend the Board approve both the public safety employee compensation pay raise of 3% to 5% depending on years of service and the authorization of certification special pay effective April 1st, and authorize the county administrator and finance department to transfer \$230,000 from the general fund fund balance to the general fund fund balance and appropriate these monies to those two programs.

Mr. Bueche: So moved.

Mr. Granger: Second.

Madam Chair: Any discussion? All in favor?

Board: Aye.

Madam Chair: Any oppose? Chair votes aye. Motion carries. Thank you for all putting their effort and time into this.

Dr. Young: Mr. Granger, again, so I want to apologize. I knew that that was the annual number, but just caught up in the moment.

Madam Chair: We move on to fire and rescue department COVID-19 update. Chief Moody?

Chief Moody: Madam Chair and member of the board of supervisors, for the viewers that are watching online, my name is David Moody. I am the county fire and rescue chief. I also serve as your local emergency management coordinator. With me is Battalion Chief Steven Lynd. Steven Lynd is battalion chief on C Shift, and also serves as the deputy emergency management coordinator.

We have a presentation for you tonight, and I have a few notes to bring up. Bear with me. Tonight, what we'd like to do is certainly give you an overview in this presentation of... and provide you with the facts, talk to you a little bit about the precautions, some of the actions that the department and also the county have taken, and obviously, I think everybody in here is very well aware of the current situation of COVID-

19. Certainly, I want to put the disclaimer out there that none of this should be taken as medical advice, but rather just general public health information.

So myself and Chief Lynd are going to walk through a couple of these slides. Now, some of these, we're going to move fairly quickly on. We did want to give you a little bit of the timeline worldwide, nationally, and also regionally. In late 2019, we had cases of COVID-19 in China; that's where it originated. January 21st was the first reported case in the United States. January 31st, the President declares a US public health emergency. March 7th, first reported Corona virus case in Virginia. March 9th, a confirmed case in Spotsylvania County. March 11th, the World Health Organization declared COVID-19 a pandemic. March 12th, Virginia declared a state of emergency. March 13th, United States declares a national emergency. March 15th, a confirmed COVID case in Stafford County. March 16th, as of yesterday, King George County declares a local emergency - so here we're at today.

These next few slides, I'm going to turn it over to Chief Lynd. He's going to walk through a little bit of the infection control parts, and then I'll be picking up here in a second.

Chief Lynd:

Good evening. We're talking about what a pandemic is: it's a new disease outbreak and there's no immunity to it, so it spreads really quickly through the community, across the world.

Some of the characteristics... figuring out about the virus, and it's still pretty new, so scientists are working on the details of it and some of this has changed a little bit, but this is what CDC and the Department of Health have said as the firm characteristics of the virus.

It's a respiratory virus. It varies similar to the flu, and we're still in the flu season, and Virginia had a major flu outbreak this year and throughout the nation. So doctors were seeing a lot of flu cases and now this has popped on top of it.

They're saying the elderly is a higher risk, and people with serious underlying medical conditions, again, are other folks that are higher risk to this COVID-19.

The World Health Organization believes that 80% of the people that will have this will have a mild disease, mild symptoms, and recover with no long-term impacts. The elderly patients and patients with COPD,

asthma, heart disease, diabetes, those underlying medical conditions, those patients will have more severe impacts from this.

How it spreads: easily from coughs, nasal respiratory secretions, that's why they're enforcing to cover your cough, wash your hands, clean surfaces. The social distancing: being away six feet or more away from each person. So those droplets do come out, they drop to the ground and less chance of the next person being infected.

Community spread: first, it was the travelers who came across on the airlines and then they saw where being spread to other people they didn't have a connection to that person that came off the airline or came off that cruise ships. So this is where we're at now with the community spread from just normal interaction with citizens and the public, and that's why you see the measures to the social distancing and avoid public places to reduce that spread.

Some of the treatments: obviously, we know there's no vaccine for it now. They're in the process of testing that... early stages of that, and really it's just supportive care, treating the underlying symptoms that the patient will experience.

The best way to treat this is prevention, washing your hands, using a hand sanitizer, wiping down surfaces. If you're sick, stay home. We don't want people that are sick to go into workplace, going to the public places. The best treatment is to stay home and let this run its course.

Some of the latest guidance from the CDC and VDH, and that's where we pull all our information from. We want to make sure the messages we're putting out to the citizens is coming from the subjective matter experts, and also what we're using internally to prepare our staff for, this response is coming from the subject matter experts; and for us, it's the CDC and the Virginia Department of Health.

Some highlights, and we pulled all this off of their websites in which we're going to show the links here at the end of the presentation for people and what to do if they have certain symptoms, when should they call their doctor, what should they do at home, how to try to prevent it from spreading throughout their family and their neighbors, in the community, or at work.

Telemedicine is becoming a big thing. Most insurance companies have an option for that where you can do virtual visit with some sort of healthcare provider and they can provide treatment, write prescription,

give you supportive care just using telemedicine. So many insurance companies are encouraging that now.

One of the big things is cleaning, and trying to sterilize and sanitize work surfaces, and surfaces in your house, and things you touch; doorknobs and stuff like that. It's really important to the citizens either have commercial cleaners or if they make their bleach at home, their bleach cleaner, do it correctly to prevent any kind of serious consequences from that, and that's why we included this slide on there: how to make bleach... water mixture and how that only lasts good for about 24 hours, and you need to dump it and a make new mixture.

Mr. Granger: Just for curiosity, why is that?

Chief Lynd: Because it breaks down. The bleach becomes less effective.

Mr. Granger: Interesting.

Chief Lynd: So then you have someone go, "Well, I made this bleach mixture, so I think it's effective," and it may still have that bleach smell to it, but the percentage of the bleach has dropped down where it's not really effective anymore.

Mr. Granger: Okay.

Male Speaker: Don't drink it.

Chief Lynd: Don't drink it, yes.

Madam Chair: I like that one because when you showed that on Friday at the EOC, I went out and brought a plain bottle so you could put it in it and spray. I never thought about that before but--

Chief Lynd: Because you go to the grocery store, you see all the commercial cleaners are sold out and so we want citizens that are making stuff at home to do it the correct way and a safe way that they have a safe cleaner and an effective cleaner.

Madam Chair: Yet, I've seen bleach still out there. So you buy just the plastic spray bottle, some bleach, add water.

Chief Lynd: Yes, ma'am.

Madam Chair: Great insight.

Chief Lynd: Actions to be taken, and we brought this up in our meeting at EOC. This is not going to be a short-term event. It's going to go on for a while, and

how the social distancing works, and the stay-at-home, and cleaning surfaces, really going to depend on how long we're going to see this COVID-19 in our community and throughout the nation.

Social distancing is number one priority recommendation; that's why you see schools are closed, and public events being cancelled, and all that just to keep those massive people in close proximity from happening.

Pandemic: some of the policies that we talked about is we referred back to our protocols. We do have a pandemic plan, and we're in the process, we brought that up at the EOC briefing, and we're updating that now to make sure it's capturing the most accurate information from the CDC and VDH.

The last bullet's really important, and that's what we want the public to do, and we're hoping that the way we craft our their message using the county website, KG Alert is helping to get good information out to the citizens. They got to one-stop shop to get that information of all the county services are being impacted and so there's no confusion about what the... something's open, something's been cancelled, those kinds of things.

Chief Moody:

Ms. Binder, you had in your supervisor report, you mentioned a lot of these things that we just talked about. We felt that it was important not only just to the folks here in this room, but also the viewers that maybe watching online that are the citizens, and one thing that we're going to do, I haven't discussed this with Dr. Young, yet, but we'd like to put this on the county website, this briefing, so people can go back and see these slides anytime they click on the county website. We have some COVID-19 information that's out there with links and such like that for them to get the most, latest information.

I want to talk to your real quick. I want to show you this chart. I also provided a link of this map. So this is a public map anybody can go to anytime. This is through Johns Hopkins University, and one of the things, the reason I like this is because it talks about something that you don't see every day in the media while the media's talking about COVID-19 on a 24-hour basis. But right up in your upper-right hand corner, those are cases that are reporting to be recovered. So if we have 189,000 confirmed cases worldwide, of those, the countries... and if you scroll down, it doesn't just have one for United States. It has it per state. It's broken down per state. But 80,000 of those 189, 80,643, from the

time we screenshotted this, are reporting to have recovered from this. So they're no longer symptomatic - they've got the virus and now they're better. So I just wanted to point that out.

There is a link at the end. I would ask you folks share this; but again, this is not a CDC or Virginia Department of Health. It's Johns Hopkins University.

Just nationwide, this is where we were as of earlier today. This could have changed. As we said, as Ms. Binder mentioned earlier, and I mentioned at our briefing in the EOC on Friday, this is a very fluid situation. We are changing body hour. But this is where it was earlier. You can see where most of your cases are across the country.

This is not only just tracking Virginia. We're tracking Maryland, too. We certainly have a direct access right across the river. So we're seeing what's going on around the PG County, Montgomery County area.

As you can see, most of the cases' in Northern Virginia.

King George County does not, as of right now, have a confirmed case. We had a little scare earlier this afternoon; that was myth busted, okay. The information that was found from that scare was the patient was diagnosed with a respiratory illness and virus, like they can happen this time of year and made the assumption amongst themselves to say that it was Corona virus. The employer then reported that, but we have been in direct contact and constant communication with the Rappahannock Area Health District, an arm of VDH, and they reported that to us they have been in contact with that patient.

This is the information that we're sharing out there. We got a number of different CDC bulletins, but this is just an example of one. Fever, coughs, shortness of breath are the main key symptoms.

I want to talk to you. This is where we're really getting into the meat of the issue and that's our local actions that your county government has been doing since... ramping up since we have... this has become certainly a regional issue.

On Friday, all department heads, directors, constitutional officers, schools, King George Health Department, Rappahannock Area Health District, all the stakeholders met in EOC for a briefing on COVID-19 and its impacts, its plan to maintain essential county services, and I would be

remised if I didn't add Ms. Binder and Mr. Stonehill representing the King George County Board of Supervisors.

Some of the actions taken: the big key take away from that with Dr. Young's leadership was we established a three-phased tiered approach, and I have a slide that we're going to talk about that, too. We are certainly gearing up, preparing all employees. All non-essential programs are being suspended: parks and rec activities, library programs, 300th anniversary events.

County offices, the decision has been made this week that the county offices would close early to the public; but employees would stay and use that remaining time to help disinfect the building, the offices, the phones, all the high-touch items, door handles, etcetera.

Liberal sick leave policy was in effect. Obviously, we understand there's a direct relationship when the schools closed to parents that work that are county employees that may have to have small children can't stay home by themselves. Also, if they were to become ill.

Official but non-essential travel is suspended for all employees county-wide.

Some other additional local actions, and this a little bit more on account on the public safety side, but preparing all public safety responders - that's firefighters, EMTs, paramedics, sheriff's office deputies, etcetera.

We have established a 911 prescreening. So if a citizen calls and says, "Hey, I'm having coughing, shortness of breath, and I'm having a fever," okay, or if they just cough or general illness, called 911 and they need an ambulance, our 911 communication dispatchers are prescreening each individual and if they meet the screening, we're notified so we can wear the proper PPE and body substance isolation to protect ourselves.

We have inventoried all of our department personal protective equipment and body substance isolation. We have adequate inventory supplies as we speak today and so does the sheriff's office. We've increased hygiene in office building disinfection and that's county-wide, that's all county buildings, all fire stations, etcetera, all ambulances units.

We're in constant communication with the Department of Emergency Management. We're also in constant communication with our area health department through VDH.

We're coordinating with the high-risk businesses, okay, that's... we know that nursing homes are a high target area. We've already conducted outreach with them. We've been in contact with both of our main urgent cares that we have in the county.

Public messaging: obviously, it's very important that we're putting out the facts. We're not putting out opinionated articles or anything that's on any of the stuff you may see on the internet. We're also suppressing rumor control and in some of that is a testament example what we had this afternoon.

We've declared local emergency as of yesterday. This allows us to operate in the county's emergency operations plan to activate an EOC if we have to, to have some enhanced procurement processes if we had to go out and order mask, and gloves, and gowns, and everything else.

We also have an annex to our emergency operations plan called a Pandemic Annex. We've been preparing for this since avian flu, swine flu, Zika virus, and Ebola. So we have had an entourage, over the years, of scares; just never to one that has reached at this level.

These are some of the discussion items, the same thing that the other supervisors saw on Friday, but these are all some of the things that we had a roundtable and dialogue discussion about. A lot of these things, I've already covered. A lot of these things have already been updated since then about modifications and their programs.

This continuity of operation strategy that we came away with. Some of these understanding that this is a very fluid situation. Just an example of that and a testament of that, we came in there and we went to the schools. The schools had a plan. Within a matter of 30 minutes, the governor came down and authorized all public schools closed; so that was a change of plan just in the time we were in the EOC.

You can see, we have a green phase, an amber phase, and red phase. Today, we have gone to the amber phase and in fact, one of the red phases items, the declaration of local emergency, we have already completed that.

We have built in some trigger points and decision points. Everything in the green was done effective immediately. A lot of those were internal policies that we could make and Dr. Young could get more consensus fairly quickly.

The decision point for the amber phase is the overall amount of staff on sick leave that's 10%, which is 26 people, and we are tracking that. However, the good news is we don't have 26 people out sick. Amanda Samuel... or Amanda's here or not, but she is the--

Dr. Young:

Actually, on my last update from human resources and our survey, we have one employee that's out sick, but it's not related to... sickness is related to a surgery.

Chief Moody:

So we are certainly tracking the outages in different... kind of the reasons why they may be out and predicted how long they may be out.

Then the red phase, the trigger point or decision point is one confirmed or presumptive case of COVID-19 in King George, which we do not have as of today and an overall amount of staffs on sick leave that exceeds the 10% or exceeding 26 people. With that, we would be in a full red phase approach for our continuity of operations. That could consist of different-- altering different operating hours, some services being reduced, some being ramped up, etcetera.

Dr. Young:

Chief, if I can stop you there, can you go back to last slide. So Board, just to advise you, we need to make a change to this approach and that's after having a conversation with our fire chief, with human resources, and in light of the new announcement that was made to the updating of the guidelines by Governor Northam.

Rather than have the telework authorize be a part of the amber phase, I would like for us to go... we're going to move forward with authorizing telework for county employees and encouraging that for those individuals that were identified as high risk in the governor's updated guidelines.

Public access as you all already know is limited currently. As you all know, we're not allowing meetings in county offices; only in the board room, and only if absolutely necessary. So I really think that the amber phase is not relevant now, and I think to make it more relevant is that we go ahead and update amber phase to say close county buildings to public access, and that would be the amber phase with the red phase being that EOC has stood up and county offices reduce service or temporarily close.

Mr. Bueche:

I concur, but could we... I mean, if we already declared a declaration of local emergency, shouldn't that be bumped up, too?

Dr. Young: Well, the declaration of emergency's been declared, so that's going to be updated because we've already as a result of the regional effort, declared the local emergency. So we're going to remove that as one of the actions of red phase, and the only remaining actions will be fully extending up the EOC and potentially reducing services or closing county offices. Amber phase, again, would be county employees will still be working in county offices, but those offices will be closed to the general public.

Madam Chair: Just to clarify, Governor Northam did put some restrictions on age levels of employees and that they have to telework, correct?

Dr. Young: Yes, ma'am, and we will definitely want to follow the governor's guidelines, and we definitely want to provide our high risk employees an opportunity to telework.

Madam Chair: Thank you. Mr. Granger, you want... Ms. Cupka?

Ms. Cupka: So have the constitutional officers been consulted regarding their view points on this because we're talking about three of them here in this building that would be affected. So I'd be curious to see if their input was considered.

Dr. Young: I spoke directly with the treasurer's office and they are taking a more cautious approach, and it's my understanding, I don't want to speak for the treasurer, but it's his intent, from my understanding, to close his office to the general public tomorrow, and I'm hearing that the commissioner of the revenue is planning on doing the same.

Ms. Cupka: Thank you, and I would note the treasurer's office has... we have online bill payment abilities, right?

Dr. Young: That's correct. Yes, ma'am.

Ms. Cupka: So that's available?

Dr. Young: Yes, ma'am. One challenge that would be brought up by the general public about that is that, well, if you go online, there's a service fee that's associated with utilizing online services.

Ms. Cupka: Can we waive that just for the course of this... is that--?

Dr. Young: Well, yeah. The treasurer's actually coming up [2:18:20 in advance] to pay for it out of his budget. So he's currently working on a plan with the

finance department if he does decide to move forward with closing his offices to general public.

Mr. Granger: I know there's box outside as well that you can put your payments in.

Dr. Young: Yes, sir.

Mr. Granger: Will they still be pulling from that if people physically come by to...?

Dr. Young: Yes, sir.

Madam Chair: How about our courthouse, and what is their plan?

Dr. Young: If you give me a second, ma'am, I can tell you. The courthouse are taking guidelines from the State. A matter of fact, this is being... from the Supreme Court of Virginia, they're directing altered... they're not directing that courts be closed, but they are directing alteration to courts.

According to Vic, on a court order on March 16th, 2020, addressing non-essential and non-emergency judicial proceedings and other proceedings as directed by the Supreme Court of Virginia, they're going to be suspending those non-essential court cases; but they are still going to maintain like their criminal cases because of the right to swift justice. So there's constitutional concerns with closing the courts altogether, so they will be altering. However, they are also complying with the county approach of closing offices at 3:30 PM to sanitize their facilities.

Madam Chair: Thank you.

Dr. Young: Yes, ma'am.

Ms. Cupka: Madam Chair, I had a question. I'm sorry, Chief Moody. Are you all finished with your presentation?

Chief Moody: We just got a couple more slides and--

Ms. Cupka: Go ahead.

Chief Moody: Dr. Young, you [2:20:07 inaudible]

Dr. Young: Yes. I'm sorry.

Chief Moody: Chief Lynd's going to talk real quick about public messaging.

Chief Lynd:

So our ways to get the message out to the public, obviously, the first one's the county website. We'll have the links in at the conclusion of this. Our KG Alert system is our text messaging system, and we encourage citizens to make sure they register for KG Alert. They get a new phone number, new email address, update that. If they have issues, there's a way they could send an email to us, and we'll get on it, and go in their account, and figure out what the problem is and get that fixed.

Also, on our Facebook page, King George Fire, do you notice we have now the blue check mark? We went through the process with Facebook to get our Facebook page verified, and so the citizens can come to our page to know that it's vetted information there and it's an official voice for the Fire Department Emergency Management. So our Facebook page is King George Fire. The websites, as mentioned, the county website, our Facebook page, KGAlert.com, links to Virginia Department of Health, and also CDC. Their webpage--

Actions the public can take: the big one is social distancing, washing hands, cover your cough, avoid large crowds. If you have a fever, if you're sick, stay home. Don't spread the virus in the community, the workplace, in large crowds, at churches, at schools, and Walmart. Limit non-essential travel. Try to stay at home and avoid those large crowds.

Follow official information. There's so much information out there now - real information and then non-official information. People's thought on the virus, and how to make sanitizers, and stuff like that. So we want citizens to be prepared, but also have good information and be safe.

Ms. Cupka:

So that's actually exactly what my question was about, the last point: follow official information and your prior slide, public messaging. A suggestion, I don't know how you all feel about this, but in order to try to not have a rumor mill like we did today, is there a way we can explain, just put out a slide or some kind of explanation as to how cases are official diagnosed and that that information that are people going to their doctor and their doctors are making decision points based on the Virginia Department of Health, like what they talked to us about last night, was the three different categories of people that are being tested: high risk, and exposed to someone, and so forth.

So doctors are making the decision to test their patients, and the patients get a test, and the test results get reported to Virginia Department of Health, right, and then--

Chief Moody: That's correct.

Ms. Cupka: --Virginia Department of Health notifies the locality, you have a confirmed test result in your locality, right?

Chief Moody: That's correct.

Ms. Cupka: It's super important that we get the word out to the citizens that there is a system set up for this, and this is how the system works, and we need to respect that system and trust that system to get the information to our community regarding positive test results.

Chief Moody: Absolutely.

Ms. Cupka: Is there a way we can do... would you have recommendation? Is there something you can put out to let people know, so that we don't have another thing like we did today?

Chief Moody: Yeah. Well, let me hit on that with two points real quick. One is we already have... if you click on the county's website and you go to the COVID-19 information, we already had put in some myths versus facts, and we put that in there. The testing piece hasn't been touched on yet and the reason why is because it's evolving every day. Let me see what they have. Let me see what good, vetted public information is out there and it will put that out as part of that package. I'm sure there's something we can get a hold of.

We already have about four to five different bulletins that is on the county website. We have all the links to certainly the CDC and VDH. So let's see what we can come up with. It's a valid point. The key takeaway is, is that everybody that has a fever, or that has a cough, or that has any shortness of breath does not automatically mean that you have this Corona virus. There's still bacterial infections. There's still--

Madam Chair: Allergies.

Chief Moody: --there's strep throat. The whole gamut of everything we do with every day. Regular influenza, that's right, and just... According to CDC, they average 60,000 deaths a year that are contributed to seasonal influenza and this is another... you've heard the reminders out there, and kind of comparing the two... but yeah, those are out there, and we're still right at the height of it, and it's not too late to... from what the public health experts are telling us, it's not too late to still get vaccinated for influenza; so that's also still a public message.

Ms. Cupka: Thank you.

Madam Chair: I appreciate you doing this because as of Friday, I was pushing to make sure we had our public messaging out there so you stop rumors, and you fact check, and you just give people information, and I really do appreciate that.

You mentioned John Hopkins earlier. I watched incredible video of an interview with one of the researchers at Johns Hopkins, and they give very valuable information about the spread, and all that, and different things that I had heard, but that's vetted information because it comes from Johns Hopkins and their researchers. Ms. Cupka, did you have anything else? I know I kind of cut you off there.

Ms. Cupka: No, thank you. Thanks very much for everything you're doing.

Chief Moody: Thank you.

Madam Chair: Richard, did you have... Mr. Stonehill?

Mr. Stonehill: No, I'm good. I just wanted to thank those guys tremendously for everything they're doing, and just to reiterate, sources of information. You all talked about Johns Hopkins, the Mayo Clinic. They have a very good informational website out as well, plus the CDC; but thanks to you guys again.

Madam Chair: Thank you so much for your time.

Chief Moody: Thank you.

Madam Chair: All right. So we're moving passed the public hearing which we're now having, and we're going to the action items in the county attorney contract.

Dr. Young: Yes. The Board, as you already know, you all gave us a specific guidance regarding the recruitment and the execution of a contract with an internal hire for accounting employee. We were able to successfully negotiate a contract, which I have before you. We believe that the terms of the contract are in accordance with the guidance that's been put before us by the board of supervisors. So I would like to request permission that the King George County Board of Supervisors authorize the county chairman to execute an employment contract for the King George County attorney with Mr. Matt Briton.

Mr. Granger: So moved.

Ms. Cupka: Second.

Madam Chair: Any discussion? All those in favor?

Board: Aye.

Madam Chair: Any nays? Chair votes aye. Thank you for everybody that was involved in this process. Motion carries. Next stop is declaration of emergency adoption.

Dr. Young: Yes, Madam Chair. As the Board is aware, we did declare a local emergency yesterday at 8:50 PM, in accordance with state code. In addition, state code requires that upon declaring an emergency, that must be adopted by the board of supervisors for then a 45-day time period. So I have before you a resolution adopting the proposed resolution: "At a regular meeting of the board of supervisors of King George County, Virginia, held at the Revercomb Building board room, 10459 Courthouse Drive, on March 17th, 2020, the following declaration was adopted declaring a local emergency to exist in King George County, Virginia.

We as the board of supervisors of the county of King George, Virginia thus hereby finds as follows that due to the potential spread of the Corona virus (COVID-19) in the Commonwealth of Virginia and the greater region, the county of King George is facing or experiencing a condition of extreme peril to the lives, safety, and property of the residents of King George County and that as a result of this extreme peril, the declaration of the existence of an emergency is necessary to permit the full powers of government to deal effectively with this condition of peril and that this state of local emergency shall begin, retroactively, at 8:50 PM on March 16th, 2020, thereby, serving as the board of supervisors expression of consent to and confirmation of the declaration of local emergency by the county administrator, pursuant to his authority as the county's director of emergency management and that this state of local emergency shall end when this condition of peril has abated or at 4:30 PM on April 16th, 2020."

Now, therefore, it's hereby declared by the board of supervisors of the county of King George, Virginia, that a local emergency exist throughout the county of King George, Virginia; and if further declared in order that during the existence of this emergency, the powers, functions, and duties of the director of emergency management, and the emergency management organization, and functions of the county of King George are those prescribed by the laws of the Commonwealth of Virginia and

the ordinances, resolutions, and approved claims of the county of King George in order to mitigate the effects of said emergency. I would recommend that the Board adopt the resolution as presented.

Mr. Granger:

So moved.

Ms. Cupka:

Second.

Madam Chair:

Any discussion? All those in favor?

Board:

Aye.

Madam Chair:

Any nays? No nays. Chair votes aye. Motion carries. County administrator's report?

Dr. Young:

Yes, ma'am. I just have one thing on my report. Given the current state of affairs in the national economy, and the regional economy, I believe that there's a little uncertainty on what the fiscal impact of this emergency is going to have on King George County's budget. So in light of that fact, I'd recommend that we cancel tomorrow's work session and I'd ask to schedule another work session date two weeks from now, and I think that that will give us an opportunity to have a clear picture of what's going on, and how long we're going through this emergency, and allow us to put together some better numbers that we think are more fitting for the current state of affairs and going into the next fiscal year.

Mr. Granger:

I move to cancel the meeting for tomorrow.

Mr. Bueche:

Second.

Madam Chair:

Any discussion? All those in favor?

Board:

Aye.

Madam Chair:

Any nays? Chair votes aye. Motion carries.

Mr. Granger:

So Dr. Young, you said you... do you want to schedule the meeting now, for in two weeks, for maybe next... I'm sorry, 31st, or do you want to hold off?

Dr. Young:

Yes, sir. I'd like to go ahead and schedule a meeting for, if the Board wouldn't mind, for the week of March 30th.

Mr. Granger:

I'm amenable to that.

Madam Chair:

Yeah, that's fine.

Mr. Granger: 31st is a Tuesday, which we normally meet on, and that will work for me if it works for everyone else.

Mr. Bueche: I'm amenable to that as well. However, I do have a question; is the delay with us meeting over the budget going to affect what we see from Dr. Benson and the schools, or is this meeting just going to be to get apprised of what the financial situation is, or what the projections are going to be, or are we going to be discussing the school's budget which we still have to figure that out and plug that in, and have a meeting with the schools?

Dr. Young: Yes, sir. We were going to dedicate tomorrow's work session to the school budget presentation; but like us, Dr. Benson is also monitoring the situation and preparing his presentation in accordance with the current state of affairs. So I expect that at the next budget work session that's being planned now, we'll be able to bring the school budget for presentation and we should have a clearer picture of updated department expenditures for our county departments.

I've talked with our county departments and directors, and explained to them that we need to tighten our belt, go back to the drawing board on the department's request, and identify more opportunities in the respect of line items to reduce costs. So currently, we're basically starting to process all over again. They're currently actioning that now and that's what I'd be more comfortable bringing before the Board going into the next fiscal year.

Mr. Bueche: So that next meeting would contain--

Dr. Young: Probably a combination of both: schools and--

Mr. Bueche: --schools and the future projections?

Dr. Young: --and future expenditures from the county as a whole.

Mr. Granger: 31st, was everyone--?

Madam Chair: We're fine with that.

Ms. Cupka: That works for me

Madam Chair: Mr. Stonehill?

Mr. Stonehill: 31^s, Tuesday, is good.

Madam Chair: All right. So then that's the date.

Dr. Young: 6:00 PM.

Ms. Cupka: Six o'clock?

Mr. Granger: 6:00 PM--

Madam Chair: In here, in the board room, correct?

Dr. Young: Yes, ma'am... well, I'll send you the location; but 9 times out of 10, it is going to be right here in the board room since...

Mr. Bueche: So that brings up another thing to consider. So we have our budget advisory committee. Do we want to, one, notify them there is no meeting tomorrow; two, notify them when the next meeting is; but three, do we want to consider limiting presence of additional people or, I mean, how do we want to move forward with that, with these work sessions?

Mr. Granger: It might be wise and make it available through a telepresence still.

Madam Chair: I would agree with that since if we're still under the 10-people limit.

Mr. Bueche: Yeah.

Ms. Cupka: While we're on the topic, I know it was addressed some of the other citizen committees, but have we made it clear that none of them should be meeting?

Dr. Young: Yes, ma'am. We've been talking with all our--

Ms. Cupka: We have the tourism committee and the--

Dr. Young: Yes, ma'am. In fact--

Ms. Cupka: -Infrastructure committee and the--

Dr. Young: Yes, ma'am.

Ms. Cupka: Okay. I just want to make it clear that those meetings are cancelled too.

Dr. Young: Yes, ma'am. We identified those as nonessential meetings and they have been notified or are being notified. In addition, we also notified our third-party organizations that are meeting here that they won't be meeting either.

Ms. Cupka: Very good.

Madam Chair: Thank you. Somebody have a motion to adjourn?

Ms. Cupka: I move to adjourn to Tuesday March 31st at six o'clock PM.

Mr. Granger: Second.

Madam Chair: Any discussion? All those in favor?

Board: Aye.

Madam Chair: Chair votes aye. We are adjourned.

[END OF TRANSCRIPT]