

A REGULAR MEETING WAS HELD BY THE NEW KENT COUNTY BOARD OF SUPERVISORS ON THE 9th DAY OF DECEMBER IN THE YEAR TWO THOUSAND NINETEEN IN THE BOARDROOM OF THE COUNTY ADMINISTRATION BUILDING, NEW KENT, VIRGINIA, AT 6:00 P.M.

IN RE: CALL TO ORDER

Chairman Tiller called the meeting to order.

IN RE: ROLL CALL

Thomas W. Evelyn	Present
C. Thomas Tiller, Jr.	Present
Patricia A. Paige	Present
Ron Stiers	Present
W. R. Davis, Jr.	Present

All members were present.

IN RE: INVOCATION AND PLEDGE OF ALLEGIANCE

Ms. Paige gave the invocation and led the Pledge of Allegiance.

IN RE: PRESENTATION OF VACO AWARD AND COUNTY GIFT TO W.R. DAVIS, JR.

Mr. Tiller announced there were several items to address prior to the Consent Agenda. He reported County Administrator Rodney Hathaway had received a letter dated October 3, 2019 from VACo (Virginia Association of Counties). The letter indicated VACo was honored to present W.R. Davis, Jr. with a Longevity Award for his twenty years of service to New Kent County. On behalf of VACo, Mr. Tiller presented the award to Mr. Davis and noted his appreciation for his dedication and service.

County Administrator Rodney Hathaway presented Mr. Davis with a rocking chair engraved with the County seal and his years of service. He noted this was a small token of appreciation and it had been impossible to find a proper gift to thank Mr. Davis for his service and dedication to New Kent. This presentation was followed by a standing ovation.

IN RE: TRANSFER OF CHAIRMANSHIP TO W.R. DAVIS, JR.

In recognition and appreciation of his 20 years of service to the New Kent County Board of Supervisors, Mr. Tiller asked Mr. Davis if he would consider serving as Chairman and preside over the remainder of the meeting. Mr. Davis graciously accepted and suggested this was a magnanimous gesture on the part of Mr. Tiller.

IN RE: CONSENT AGENDA

The Consent Agenda was presented as follows:

1. Minutes
 - a. October 30, 2019 Work Session Minutes
 - b. November 13, 2019 Regular Session Minutes
2. Miscellaneous

- a. Approval of Agreement for Second Well at Sherwood Estates
 - b. Approval of November 5, 2019 General Election Abstracts of Votes
 - c. Proposed Personnel Policy Manual Revisions
 - d. Approval of Resolution R-27-19 Setting the Board's January 2020 Meeting Date
 - e. Approval of Resolution R-28-19 Designating New Kent County as a Purple Heart County
3. Refunds
- a. REFUND – Veteran Exemption
4. FY20 Supplemental Appropriations
- a. Donations to the Animal Shelter: Elizabeth Heath (\$20), Eve Alfonso (\$20) and Lidia Epp (\$40), \$80.
 - b. Gifts & Donations to: Fire: MB Adamson (\$50), Kenneth Shott (\$100) Wanda Von Mosch (\$100) and Hannah M. Frank (\$125), \$375.
 - c. Funds Received from VML Insurance: Sheriff: Collision Loss Ford Explorer VIN-7157 (\$2,916.62) and Fire: Collision Loss 2018 Pierce Fire Truck VIN-3121 (\$305), \$3,221.62.
 - d. VRSA Insurance Payment for Public Utilities Towmaster Trailer, \$13,045.68.
 - e. Funds for Security Detail and Worker's Compensation Audit: Sheriff: Schools - Extra Duty (\$1,830.05), (\$839.67) and (\$990.38) and Sheriff: Colonial Downs (\$2,798.32) and Lee HY Paving Corporation (\$1,344.07), \$22,430.49.
 - f. Dominion Power REPP Grant Funds, \$20,500.
- \$59,652.79 - Total
(\$46,607.11) - Total In/Out - General Fund (1101)
(\$13,045.68) - Total In/Out – Water/Sewer (1514)
5. FY20 Interdepartmental Budget Transfers
- a. Administration - From Reserved for Contingency to Professional Services, \$16,200.
 - b. Fire-Rescue - From ADP Equipment to Fire Station Alerting IP System, \$1,749.03.
 - c. School Board - From Appropriation of Funds from Prior Years to GWES Roof Maintenance and Repair (\$66,000) and From Appropriation of Funds from Prior Years to Noncapital Equipment Building Security (\$8,400), \$74,400.
6. Treasurer's Report: Cash as of October 2019, \$35,535,297.29.

Mr. Evelyn reported he had several questions regarding the November 13th Consent Agenda. He asked how a 2020 Litter Grant appropriation in the amount of \$5,200 would be applied. County Administrator Rodney Hathaway reported this was the Clean County Committee grant and was used to fund their annual operations which included a variety of programs to keep New Kent County clean. Mr. Evelyn asked if any of this funding would be used for litter pickup. Mr. Hathaway indicated it would not. Mr. Evelyn noted there had been several interdepartmental budget transfers involving School Board funding. He asked for additional information on a \$200,000 transfer listed as "Diesel Shop – Bridging Communities" and a \$75,000 transfer listed as "NKES Major Renovation Feasibility Study". Mr. Hathaway reported the NKES renovation was a result of the construction of the new elementary

school. He noted the importance of the three elementary schools being equal and reported this renovation would include upgrades to provide similar amenities as available in the new school. He indicated he did not have the details of the \$200,000 transfer but reported the New Kent School Board was the fiscal agent for Bridging Communities (Career and Technical Center). He suggested this may include funding from other school divisions for the diesel facility and noted he could get additional information and bring that back to Mr. Evelyn. Mr. Evelyn asked if the County was "offsetting" rental payments for Bridging Communities. Mr. Hathaway reported Bridging Communities was paying rent but the County was deferring payments from Rappahannock Community College.

Mr. Evelyn drew attention to Consent Agenda Item 2.c. for the approval of the Proposed Personnel Policy Manual. He reported he had spoken with Mr. Hathaway and Human Resources Director Karen Wiscott earlier in the day regarding several sections of the manual. He indicated he did not have any problem with approving the manual but would like to see additional review of several sections including 2.68 Hours of Work, 2.69 "On-Call" Status and Premium Pay. Mr. Davis indicated he also had questions on the policy manual and suggested if there were no concerns regarding any other Consent Agenda items, that this item be pulled and the Board move forward with approval of the remaining items. Mr. Davis entertained a motion to move forward with approving the Consent Agenda with the exception of Item 2.c. The manual would be considered as a separate item.

Mr. Evelyn moved to approve the Consent Agenda as presented with the exception of Item 2.c. Proposed Personnel Policy Manual Revisions, and that it be made a part of the record. The members were polled:

Thomas W. Evelyn	Aye
Patricia A. Paige	Aye
Ron Stiers	Aye
W. R. Davis, Jr.	Aye
C. Thomas Tiller, Jr.	Aye

The motion carried.

IN RE: PROPOSED PERSONNEL POLICY MANUAL REVISIONS

Mr. Davis asked if Board members wished to go through each section of the manual. He indicated he had a question regarding page 7 of the proposed manual where it stated, "individual departments may have their own internal policies and procedures manuals". Mr. Davis suggested the reason for this policy manual was to have everyone working under the same policies. He went on to read "The authority to adopt other policies not deemed by the Board to require legislative review, is delegated by this policy document to the County Administrator or other appropriate management personnel as set forth herein." He asked if this statement was giving the County Administrator the authority to make personnel policy decisions. Addressing Mr. Davis' concern regarding individual department policy manuals, County Administrator Rodney Hathaway reported this had been found to be necessary due to the differences in work schedules for public safety employees. He noted some employees were on a 37.5-hour work week which was not consistent with other departments. These schedule differences resulted in the need for differences in leave and holiday policies. Mr. Hathaway reported he had reviewed all of these policies and the Fire-Rescue Standards of Operating Procedures had also been reviewed by the Board. He assured the Board that individual departments would not be implementing policies without any oversight. Mr. Davis asked if oversight of the Human Resources Department would be turned over to the Assistant County Administrator. Mr. Hathaway reported he would continue to be

responsible for Human Resources and the Assistant County Administrator was currently responsible for six departments including Planning, Building, Environmental, Airport, Parks and Recreation and Child Services. Mr. Davis asked who was responsible for the Department of Social Services (DSS). Mr. Hathaway reported that by law, he was required to have oversight of DSS. Mr. Davis asked why Child Services and DSS would not have the same oversight. Mr. Hathaway reported the Assistant County Administrator had been given responsibility for Child Services to give him an opportunity to gain some experience in the services side of local government. Mr. Davis suggested Human Resources had done a wonderful job with the revisions and noted this was a much-needed update.

Mr. Evelyn noted he had been involved in conversations with the County Administrator, the Human Resources Director and some department directors earlier in the day. He suggested the County Administrator, staff, a few Board members and several directors should work together to review sections 2.68 Hours of Work, 2.69 "On-Call" Status and Premium Pay. Mr. Davis asked if the Board would like to defer action until this review could be completed. Mr. Hathaway reported there were some changes that were slated for implementation on January 1st and there were no changes currently proposed for the sections mentioned by Mr. Evelyn. Mr. Hathaway recommended the Board approve the policy manual as presented and that sections 2.68 Hours of Work, 2.69 "On-Call" Status and Premium Pay be reviewed later. He reported some of the proposed changes involved the way leave was accrued. Employees were currently not accruing leave until after six months of employment. The proposed changes would allow new employees to begin accruing leave upon hire but accrued leave would not be paid out if an employee left prior to six months of employment. Employees would also be able to take leave time during the first six months of employment. These leave changes were being recommended for implementation on January 1st.

Mr. Tiller called attention to page 5 and read "At the same time, employees may ~~terminate~~ separate from". "Terminate" had been crossed out and "separate" inserted in its place. He asked why this was being changed here while the definition of "dismissal" on page 10 stated it was "the separation or termination of a County employee". Mr. Hathaway noted "terminate" had been used throughout the manual as a disciplinary measure where "separate" was more an indication of someone choosing to leave at their own will. Mr. Tiller drew attention to the first paragraph on page 11, "Immediate Family Member" which had been defined as "spouse, parent, son, daughter, sibling, grandparents, grandchildren, step-children, step-parents, guardian, and same relatives of spouse; or any relative, either by blood or marriage, living in the employee's household". He asked if an employee would be required to prove a relative was living in their household. Mr. Hathaway indicated residency would be verified. Mr. Tiller called attention to the second paragraph on page 17 which stated "unlawfully discriminate on the basis of race, color, sex, religion, national origin, age, disability, or genetic information". The term "genetic information" had been added. He asked for clarification on this change. Mr. Hathaway reported this change was to address discrimination on the basis of any predetermined disease and he cited diabetes as an example. Mr. Tiller also noted the following statement also found on page 17, "the County Administrator acts as the first point of contact as the ADA Coordinator" and asked for clarification. Mr. Hathaway reported this was to address individuals who may need special accommodations to use County facilities or the County website. He would serve as the contact and within the laws, the County would make every effort to make accommodations.

Mr. Evelyn suggested staff should review sections 2.68 Hours of Work, 2.69 "On-Call" Status and Premium Pay and bring recommendations back to a work session. Mr. Davis noted some of the recommended changes were to go into effect on January 1st and asked how the Board wished to address this. Ms. Paige asked how changes to be implemented January 1st would impact the budget that would not go into effect until July 1st. Mr.

Hathaway noted the recommended changes would have no impact on the budget. He did however note that sections requested for additional review would impact the budget. Changes to work hours, overtime, on call pay and premium pay could all impact the budget.

Mr. Stiers reported he had been very happy with the new Human Resources Director. He further reported it was his understanding that some of the proposed changes had actually been made ten years ago and some were very outdated. He suggested the Human Resources Director was trying to bring the County up to date with current standards. Mr. Hathaway agreed and noted the manual review process had involved a team of individuals including department heads and representatives from various departments.

Mr. Davis asked the Board how they wished to proceed. He agreed that Human Resources had done a wonderful job with the review and noted the existing manual was over ten years old and needed to be updated. Mr. Tiller noted the Board had approved the Consent Agenda with the policy manual removed. He asked if the manual could be approved with the sections needing additional review being removed. Mr. Evelyn noted again that he didn't have any issues with approving the manual as it was but would like additional review of the previously mentioned sections. He also noted there were no changes to the sections where he was requesting additional review. He reported some directors had expressed concerns regarding these sections which had prompted his request. He requested that staff work with the directors and report back at a work session. Mr. Davis asked Mr. Hathaway if his recommendation was to pass the proposed manual so that it could go into effect on January 1st. Mr. Hathaway confirmed and indicated the sections in question could be reviewed and brought back to the January work session. Ms. Paige also requested additional review of Section 2.81 Pay for Performance Increases. This section suggested Pay for Performance Increases were to be calculated as a percentage of actual salary and she asked that paying set dollar amounts be reviewed. Mr. Davis suggested this was a good point and noted that several years ago employees had received a bonus in lieu of a raise.

Mr. Evelyn asked County Attorney Bill Hefty if the sections needing additional review should be mentioned in the motion. Mr. Hefty indicated the sections need not be mentioned. Mr. Evelyn moved to approve the 2019 New Kent County Personnel Policy Manual as presented. The members were polled:

Patricia A. Paige	Aye
Ron Stiers	Aye
W. R. Davis, Jr.	Aye
Thomas W. Evelyn	Aye
C. Thomas Tiller, Jr.	Aye

The motion carried.

IN RE: SMALL BUSINESS CLOSE UP

There was no small business close up.

IN RE: CITIZENS COMMENT PERIOD

Mr. Davis opened the citizens comment period and provided brief instructions on procedures. He called Billy Shahinian of 7915 Woodbrook Road, Quinton to the podium. Mr. Shahinian expressed his appreciation to Mr. Davis for his years of service. He thanked the Board for having taken a stance on an issue he considered important to every law-abiding gun owner in New Kent County. (Referencing the adoption of Resolution R-26-19 on

November 27, 2019.) Mr. Shahinian reported he had been a New Kent resident since 1976 and was a certified firearms instructor. He was involved in teaching the discipline of personal protection and the safe handling of firearms to residents from New Kent and surrounding Counties. Mr. Shahinian shared a quote from Zachariah Johnson, a delegate of the Virginia ratifying convention who he felt had summed up the meaning of the Second Amendment when he stated, "The people are not to be disarmed of their weapons, they are left in full possession of them. Shall not be infringed" Mr. Shahinian noted the meaning of infringe was "to act so as to limit or undermine something, to encroach upon" and synonyms for infringe were "erode, diminish, weaken, impair and damage". He suggested the issue was not guns, that evil was the issue. He suggested none of the proposed gun control laws would do anything other than erode the rights of law-abiding citizens. He further suggested law-abiding citizens who had legally purchased guns would become felons if the proposed laws were passed. He suggested passing Resolution R-26-19 had confirmed this was not the future the Board wanted for New Kent County. He noted New Kent had joined many others in taking a stand and sending a powerful message that the citizens had a right to protect themselves, their families and their homes and would not tolerate having their rights infringed upon. He closed by stating citizens must defend the Second Amendment, the Constitution and the Bill of Rights. He thanked the Board for the opportunity to speak and thanked them for "standing tall for New Kent County citizens". Mr. Shaninian's comments were followed by a round of applause.

Diane Dodson of 7241 Lakeshore Drive, Quinton noted she believed the Board had proposed in a recent work session to "make New Kent County a Second Amendment gun sanctuary county". She indicated she found this to be "appalling" and asked why the Board was frightened by safer gun laws. She noted that during the invocation there had been prayer for the safety of citizens because of a recent shooting. She suggested the proposed laws were safer laws and no one was trying to take anything away from anyone except for "an arsenal that's used in military warfare". She asked, "Why are people afraid to make the society safe?" She noted the House and Senate in Virginia were now Democratic and suggested citizens should have gotten out and voted if they had a problem with this. She suggested everyone was upset because safer gun legislation could now be passed. She asked what the County would do if these laws were put into effect. Would we not follow them because we don't like them? She suggested suicide was a big problem especially for white males. She looked around and noted many in the room fit that description. She thanked the Board of the opportunity to speak.

Isabel Davis White of 18910 Lynnlake Road, Barhamsville addressed the Board regarding the AFD (Agricultural and Forestal District) program. Ms. White noted she had been a New Kent resident her entire life. She asked the Board to take elderly citizens who did not have salary increases into consideration when proposing increasing AFD program fees. She suggested it was "heartbreaking" to have to give up what she had to pay the fees. She indicated she had owned her land for thirty years and had kept it in a rural community with farmland and trees. She suggested she could have had a very good time if she had sold the property and left but indicated she had done as her father had requested on his death bed and kept the property rural. She went on to suggest that she and others in her situation had gotten nothing from the County and she hoped the Board would take them into consideration. She asked the Board to not give raises without thinking about the citizens they would be taking the money from. She urged the Board to think about what they were doing. She thanked the Board for the opportunity to speak.

Mr. Davis thanked all speakers for their comments.

IN RE: VIRGINIA DEPARTMENT OF TRANSPORTATION – RESIDENCY
ADMINISTRATOR’S REPORT

VDOT Resident Administrator Marshall Winn reviewed the monthly report which listed a variety of work throughout the County including trash pickup, brush cutting, mowing, pothole repairs, pipe replacement and repair and drainage work had been completed. 83 work requests had been received with 122 completed. Six afterhours callouts involving trees and a downed stop sign were also reported. Construction on the replacement of the deck over the Chickahominy River canal on Route 155 (Courthouse Road) which had previously been reported to start on March 1st, had now been moved to June. The most recent cycle of paving on Route 60 had been completed and guardrail upgrades were pending. He indicated the speed study on Route 106 (Vineyards Parkway) had been forwarded to County Administrator Rodney Hathaway and Ms. Paige. A study on Route 620/603 (Homestead Road/Good Hope Road) was ongoing. A Route 618 (Olivet Church Road) sign study had been completed and signs ordered. Another sign study on Route 629 (Carriage Road) for a “School Bus Stop Ahead” sign location had been completed and signs had been installed. He entertained questions/comments from the Board.

Board members provided the following comments and reported the following concerns:

Mr. Tiller reported there had been several speed studies and discussions regarding additional stop lights in the Bottoms Bridge area over the years. He noted there were many more businesses in the area now and the VCU facility would be opening in the spring. He also suggested many drivers didn’t understand how to properly use the crossovers. He indicated he was receiving many requests for a stoplight at the Rt. 60 and Marketplace Drive intersection and he was in agreement with this request. He suggested a stoplight at this intersection was a part of the Patriots Landing PUD. Mr. Winn indicated he would get with Traffic Engineering to request a new study.

Ms. Paige thanked VDOT for the speed study on Route 106. She reported discussing this with Mr. Winn and there would be more discussions with Traffic Engineering regarding how this had been handled. She suggested she was “perplexed” that it had been suggested the solution was to get the New Kent County Sheriff’s Office to set up speed traps to get those speeding over 55 MPH when the desired outcome had been to have the speed limit reduced. Reports had indicated there had been 27 accidents with no fatalities and she needed Traffic Engineering to explain how they arrived at this solution. She suggested the number of homes with senior citizen residents along Route 106 had not been taken into consideration and specifically noted curves at Golden Wheel Road and Mihalcoe Lane which made pulling out onto the road dangerous. She reported speed limits approximately one quarter of a mile from the industrial park dropped to 45 MPH. She suggested there was no safe location for the Sheriff’s Office to setup radar. She noted striping on a portion of Olivet Church Road had been completed and asked when the job would be completed. Mr. Winn indicated the portion of the road which had previously been striped had been restriped. VDOT was looking into getting the remainder of the road striped. Mr. Winn indicated the road width met requirements for striping but suggested traffic counts may be an issue.

Mr. Evelyn noted a new entrance off of Route 106 had been built into the Love’s property. He reported frequently seeing cars pulling into this entrance believing they were pulling into the main Love’s entrance. Upon realizing their error, they were pulling back into the lane of traffic, sometimes causing near accidents. Sheriff Joe McLaughlin reported he had sent Mr. Winn an email the previous week about this. Mr. Winn reported this had been sent to Traffic Engineering to see if this entrance could be “hashed off” until it was officially open for use. Mr. Evelyn reported he had received a call from a constituent on Hopewell Road

regarding potholes. Although Hopewell Road was not on the monthly report, he believed this had been addressed. VDOT staff members in the audience confirmed potholes in this area had been addressed. Mr. Evelyn thanked VDOT for their attention to this concern.

Mr. Stiers suggested Route 618 south into Charles City County would become a major road when Route 155 was closed for the bridge deck replacement in June. He reported many trees had grown up around the Route 60 entrance to Route 618 and suggested these should be trimmed back before the detour was in place. He noted appreciation to Jack Tate for all he had done for the citizens of New Kent and wished him well in his retirement.

Mr. Davis wished Mr. Winn a Merry Christmas and noted he had nothing to report. Mr. Winn encouraged Mr. Davis to call him anytime. He reported Jack Tate would officially be retiring as of the end of the year. He announced Joe Terry who had served as a Supervisor in the Oilville area headquarters and had been with VDOT more than ten years would be the new Superintendent. Mr. Winn closed by wishing Mr. Davis good luck in his retirement and urged him to call him when he wanted to go hunting.

Mr. Davis thanked Mr. Winn for his report and Mr. Tate for his service to New Kent County not only as a VDOT employee but also his service on several commissions and committees.

IN RE: PRESENTATION OF FY19 COMPREHENSIVE ANNUAL FINANCIAL REPORT
(CAFR)

Megan Argenbright, CPA and Director of Brown, Edwards & Company, L.L.P. indicated copies of the FY19 Comprehensive Annual Financial Report (CAFR) were not yet available. The report was currently in draft form, no changes were anticipated and New Kent Financial Services was currently working on the management letter and analysis. Ms. Argenbright indicated there were several reasons why a final report had not been produced by November 30th. One of those reasons had been the late receipt (November 22nd) of an actuary report. A decision had been made to delay rather than rush to issue by November 30th. She indicated the CAFR should be issued by Monday with an unmodified opinion. She reported there were several steps in the annual audit process. Her firm was first on site in April to look at internal controls, procedures and federal expenditures, again in July to audit the school activity fund and Sheriff's Office and again in October to complete the final field work. She reported there had been two audit findings which would be addressed in the staff letter. These findings were mostly due to staff turnover and the implementation of the new Tyler-Munis system which she suggested could be expected during such a transition period. Ms. Argenbright indicated audit communication letters would be issued to the Board and she urged them to reach out to her if they had any questions. She also noted that although the CAFER had not been available for presentation at this meeting, it was a state requirement that an opinion be issued to the Board by December 31st.

Board members had no questions and thanked Ms. Argenbright for her presentation.

Mr. Davis noted the next item on the agenda was a public hearing which could not be held until 7:00 p.m. The Board had closed session business to be discussed and he suggested they address that at this time.

IN RE: CLOSED SESSION

Mr. Evelyn moved to go into closed session pursuant to Section 2.2-3711A.1 of the Code of Virginia for discussion and consideration of the compensation of the County Attorney. The members were polled:

Ron Stiers	Aye
W. R. Davis, Jr.	Aye
Thomas W. Evelyn	Aye
Patricia A. Paige	Aye
C. Thomas Tiller, Jr.	Aye

The motion carried.

Mr. Evelyn moved to come out of closed session. The members were polled:

W. R. Davis, Jr.	Aye
Thomas W. Evelyn	Aye
Patricia A. Paige	Aye
Ron Stiers	Aye
C. Thomas Tiller, Jr.	Aye

The motion carried.

Mr. Tiller moved to certify by roll call vote that to the best of each member's knowledge only public business matters lawfully exempted from the open meeting requirements of the Freedom of Information Act and identified in the motion to go into closed session were heard, discussed or considered in the closed session. The members were polled:

Thomas W. Evelyn	Aye
Patricia A. Paige	Aye
Ron Stiers	Aye
W. R. Davis, Jr.	Aye
C. Thomas Tiller, Jr.	Aye

The motion carried.

IN RE: PUBLIC HEARING – AGRICULTURAL AND FORESTAL DISTRICT PROGRAM
APPLICATION FEE AMENDMENT

Before the Board for consideration was Ordinance O-19-19 to amend the Agricultural and Forestal District (AFD) program application fee. County Administrator Rodney Hathaway reported Planning Commission representatives had come to the Board in a work session earlier in the year and requested that the Board consider increasing the AFD program application fee. The current fee was \$50 plus \$.25 per acre not to exceed \$500. The Planning Commission was requesting that consideration be given to setting a flat fee of \$500. State Code Section 15.2-4303 gave localities the authority to establish a reasonable AFD program application fee not to exceed \$500. Mr. Hathaway reported he had worked with staff and had calculated that the cost of administering the AFD program in 2019 had been \$8,040.30. That figure included \$2,000 for professional services (Colonial Soil & Water Conservation District), \$750 for advertising, \$303.28 for postage, \$402.75 for copies and \$4,584.32 in man hours. Mr. Hathaway reported AFD revenue for 2019 had been \$912.31 and suggested there was justification for an increase in fees.

Mr. Davis noted AFD parcels were not all the same and the figures would vary from year to year. He asked what the revenue for the previous year had been. Mr. Hathaway indicated he did not have that information.

Mr. Davis opened the public hearing and called Charles Karow of 4800 Windy Lane, Barhamsville to the podium. Mr. Karow stated he was wondering if this "dramatic" increase would be a disincentive to the formation/continuation of agricultural and forestall land in the County. He asked if the impact of an increase on the rural character of the County had been considered. He suggested action on this request be tabled until the County's strategic plan was in place or until the impact of the increase on the County's goal of preserving rural character could be considered. He thanked the Board for the opportunity to speak.

Isabel Davis White of 18910 Lynnlake Road, Barhamsville noted she had been a New Kent resident her entire life and had kept her property in the rural and forested district for the past thirty years. She asked why would she have to pay more and did Board members understand what it took to get a property out of the AFD program. She noted the need to pay back taxes as well as advertising the intentions to remove the property and hoping that the Planning Commission would approve the request. She asked if any thought had been given to the impact this would have on the people who had spent their lives trying to keep the County rural. She questioned whether the increase would be per parcel or per application. She suggested farm land and trees were not costing the County anything and indicated she did not feel the proposed increase was justified. She added that if the property was sold and then built up with homes, it would cost the County. She suggested the Board should begin collecting an income tax from individuals with large incomes who were moving to the County and requesting all these services instead of charging poor people who were working to keep their properties rural. She indicated she didn't want to sell her property and wanted to keep it as it was but it was taking all she had to pay the taxes. She stated, "it's not as easy as people think. They don't know what it takes to be a farmer or a forester." She again noted it had been her father's death bead request that she keep the land as it was. She closed by suggesting she didn't know how many more years she could do this. She reported she had only four parcels in the AFD program and suggested "I don't think we should be penalized because we were stupid to keep it when we could have developed it". She thanked the Board for the opportunity to speak.

There being no others wishing to speak, Mr. Davis closed the public hearing. He thanked Mr. Karow and Ms. White for their comments. He entertained comments from the Board.

Mr. Stiers stated there was no way he could support an increase whether it was now or after the Strategic Plan was in place. He suggested the AFD program was the County's insurance policy to help keep the land rural, rustic, wooded and in farm land and there was no way he would support an increase of even a penny.

Mr. Tiller noted he too could not support an increase. He had discussed this with Mr. Hathaway and suggested the administration of the AFD program was a part of doing business and the County was not paying anyone anything more for their work in support of the program. He again noted he could not support a \$500 fee.

Ms. Paige indicated she was very empathetic to agriculture and forestry and to what it took to maintain the properties. She also indicated she was very sympathetic to the number of senior adults who did not have properties in the AFD program who "scuffle" on an annual basis to pay their real estate taxes. She suggested if the Board was not going to approve increasing the AFD fee that they should look to see what could be done in coming years to help the County's older residents with properties not receiving any tax breaks.

Mr. Evelyn noted agreement with not increasing the AFD fee. He indicated he felt some of the properties being approved for the AFD program really did not quality and this was something the Board needed to take a hard look at this coming year. He suggested if the

Board kept allowing land that was not being farmed or timbered into the program, it would be difficult to sustain. He again noted agreement that the fee should not be raised.

Mr. Davis reported that the last time he had checked, farm land was using \$.40 to \$.45 for every dollar it paid in taxes while the average household was using \$1.30 to \$1.35 per dollar paid in taxes. He added that farm land and forest land did not use any schools, Fire/EMS or DSS; departments which he suggested comprised approximately three fourths of the County's budget. He asked Mr. Hathaway if the County currently had a senior citizen real estate discount for those meeting the criteria. Mr. Hathaway confirmed this was in place. Mr. Davis suggested a flat fee of \$100 per parcel and doing away with the \$.25 per acre may be an acceptable alternative. He suggested the revenue would probably be about the same and may help with keeping some of the smaller parcels out of the program.

Ms. Paige moved to not adopt Ordinance O-19-19, to increase the AFD application fee to \$500. The members were polled:

Patricia A. Paige	Aye
Ron Stiers	Aye
W. R. Davis, Jr.	Aye
Thomas W. Evelyn	Aye
C. Thomas Tiller, Jr.	Aye

The motion carried.

IN RE: ELECTED OFFICIALS' REPORTS

Mr. Stiers indicated he had nothing to report.

Mr. Evelyn reported there were a number of individuals retiring at the end of the year. He noted Director of Finance Mary Altemus would be retiring after nineteen years of service. He thanked Ms. Altemus for her service and commitment as well as the many awards the Financial Services department had won during her tenure. He indicated she would be irreplaceable and greatly missed. He noted it was his understanding that Ms. Altemus planned to travel and he wished her well in her retirement. He also congratulated Mr. Davis on his retirement and noted it had been an honor to work with him over the past twelve years. He pointed out that with the retirement of Mr. Davis this year and the retirement of Mr. Jimmy Burrell (former District 3 Supervisor) four years ago, the County had lost over forty years of history. He reminisced about how Mr. Davis had welcomed him to the Board twelve years ago. He noted Mr. Davis had given him a great deal of guidance and had been like a father figure to him. He expressed his appreciation to Mr. Davis for all he had done for New Kent County and noted he would truly be missed.

Ms. Paige expressed similar sentiments and noted her appreciation to Ms. Altemus for her dedication and commitment to staff, coworkers and New Kent County. She wished Ms. Altemus well in her retirement and noted she could make herself available if she needed a traveling companion. Ms. Paige reported she had known Mr. Davis for many years and he had often provided her with very good advice. There had been several occasions when Mr. Davis and she had discussed topics before the Board and during those conversations he would ask, "Are you having fun yet?" She reported it had truly been "fun" serving with Mr. Davis and noted her appreciation for his commitment and years of dedication and service to New Kent County. She wished him well in his retirement. Ms. Paige also reported her godson had graduated from the United States Naval Academy in Annapolis in May. He and his roommate had been stationed at the Naval Air Station in Pensacola, Florida. After

hearing about a shooting at the Pensacola base, she had been relieved when she had received a text from him indicating he was okay. Several days later she had learned his roommate had been shot five times and had passed away. She asked everyone to keep the family of this young man, her godson and all other students at the flight school in Pensacola in their prayers. Ms. Paige reported a shredding event had been held on Grand Illumination day and although it had rained, the truck had been filled. She noted this was one way the Clean County Committee used the grant funding they received to educate and promote recycling in the community. She reported another recycling event which would include not only shredding but also, electronics, eyeglasses, gently used clothing and housewares and tires was planned for March. She closed by noting she was so appreciative of her fellow Board members and everything the County had gone through this year. She noted it had been very disheartening to have been asked to conduct County business through social media over the past year. All Board members had phone numbers and email addresses and were ready and available to receive calls. She suggested citizens should voice their opinions through an official manner. She wished everyone a Merry Christmas and encouraged all to pray for unity and peace in New Kent County.

Mr. Tiller also expressed his appreciation to Mary Altemus for her service. He noted it was amazing how quickly she had been able to answer finance questions off the top of her head. He again thanked her for her service and noted it had been a pleasure getting to know her over the past eight years. In regard to the retirement of Mr. Davis, Mr. Tiller noted he had thanked Mr. Davis and his wife Ellen at a retirement celebration held several weeks ago. He again noted his appreciation to Mr. Davis for his service and his love of New Kent County.

Mr. Stiers also thanked Mary Altemus for her service and dedication and noted she had been a great asset to the County. He expressed his appreciation to Mr. Davis, noting he had known him for a very long time and they attended the same church. He indicated a library of information would be lost when Mr. Davis stepped down and District 5 Supervisor Elect John Lockwood would have big shoes to fill. He closed by noting Mr. Davis was a "great guy" and was "very talented."

Mr. Davis noted his appreciation to Mary Altemus and reported she was one of the hardest working people in the County. He suggested she was often the first one in the building and was often in the office after dark making sure everything was done correctly. He noted her service had made a difference and she would be missed. He pointed out that twenty years ago everyone had been concerned about what was going to happen when the clock struck midnight and the new year would be 2000. He added that many had been concerned that everything would crash. He suggested this seemed like a short time ago to someone his age. He noted "time goes fast" and stated he loved New Kent, he had been born here and had played ball all through school. He reminisced and noted when Ms. Cluvarius had told him he was going to read a poem at a forensics meet he had said, "yes mam, I'll do it." When the forest warden had said he had to be Smokey Bear at the County Fair he did it. He had done these things because he loved New Kent. He noted he felt there were too many houses in the County and suggested the next Board needed to "corral" this growth. More homes would result in a need for more schools, Fire-Rescue, parks and recreation, etc. and suggested the Board would eventually have to "pay the piper." He suggested everyone thought being the second fastest growing county in the Commonwealth was a good thing. He stated, "I don't think so." He noted traffic was already making travel in the County difficult. He closed by leaving the Board with a charge to control the growth in the County and to balance residential growth with business growth while keeping the County rural.

IN RE: STAFF REPORTS

There were no staff reports.

IN RE: OTHER BUSINESS

There was no other business.

IN RE: APPOINTMENTS – DELEGATED BY DISTRICT

Ms. Paige moved to appoint Chris Stone as District Three representative to the Broadband Advisory Committee to serve a one-year term beginning January 1, 2020 and ending December 31, 2020.

Ms. Paige moved to appoint LaTonya Josephs as District Three representative to the Clean County Committee to complete a four-year term ending December 31, 2020.

Ms. Paige moved to appoint Kevin Washington as District Three representative to the Economic Development Authority to serve a four-year term beginning January 1, 2020 and ending December 31, 2023.

Ms. Paige moved to appoint Charles Moss as District Three representative to the Parks and Recreation Advisory Commission to serve a three-year term beginning January 1, 2020 and ending December 31, 2022.

Ms. Paige moved to appoint James Moody, Sr. as District Three representative to the Board of Road Viewers to serve a one-year term beginning January 1, 2020 and ending December 31, 2020.

Ms. Paige moved to appoint Connie Bennett as District Three representative to the Wetlands Board, Chesapeake Bay Preservation Board and the Dunes & Beaches Board to serve a five-year term beginning January 1, 2020 and ending December 31, 2024.

The members were polled:

Ron Stiers	Aye
W. R. Davis, Jr.	Aye
Thomas W. Evelyn	Aye
Patricia A. Paige	Aye
C. Thomas Tiller, Jr.	Aye

The motions carried.

IN RE: APPOINTMENTS – NOT DELEGATED BY DISTRICT

Ms. Paige moved to appoint W.R. Davis, Jr. as a member of the Farms of New Kent Community Development Authority Board to serve a four-year term beginning January 1, 2020 and ending December 31, 2023.

Ms. Paige moved to appoint Robert Wright as an at large representative to the Parks and Recreation Advisory Commission to serve a three-year term beginning January 1, 2020 and ending December 31, 2022.

The members were polled:

W. R. Davis, Jr.	Abstained
Thomas W. Evelyn	Aye
Patricia A. Paige	Aye
Ron Stiers	Aye
C. Thomas Tiller, Jr.	Aye

The motions carried.

IN RE: APPOINTMENTS – REGIONAL BOARDS AND COMMISSIONS

There were no regional board and commission appointments.

IN RE: ANNOUNCEMENT OF UPCOMING MEETINGS AND ADJOURNMENT

The next regularly scheduled meeting of the Board of Supervisors would be held at 6:00 p.m. on Monday, January 13, 2020 in the Boardroom of the County Administration Building. The Board would also hold a joint meeting with the Economic Development Authority at 8:30 a.m. on Thursday, December 19, 2019 at the Brickshire Golf Club, 5520 Virginia Park Drive, Providence Forge, VA. There would be no December work session.

IN RE: CONTINUATION OF MEETING

Mr. Tiller moved to continue the meeting until December 19, 2019 at 8:30 a.m. The members were polled:

Thomas W. Evelyn	Aye
Patricia A. Paige	Aye
Ron Stiers	Aye
W. R. Davis, Jr.	Aye
C. Thomas Tiller, Jr.	Aye

The motion carried.

The meeting was recessed at 7:39 p.m.