

THE BOARD OF SUPERVISORS HELD A WORK SESSION PRIOR TO THE
REGULAR MEETING ON THE 10TH DAY OF SEPTEMBER IN THE YEAR TWO
THOUSAND ONE OF OUR LORD IN THE OLD COURTHOUSE AT 5:00 P.M.

IN RE: ROLL CALL

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| Rebecca M. Ringley | Present |
| James H. Burrell | Present |
| Dean E. Raynes | Present |
| W. R. "Ray" Davis Jr. | Present |
| Julian T. Lipscomb | Present |

Mr. Burrell made a motion to go into closed session, pursuant to §§ 2.1-344(a)(1) and 2.1-344(a)7 of the Code of Virginia to discuss with legal counsel issues relating to the freedom of information act and to discuss personnel issues related to a former employee of the county.

The members were polled:

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| Rebecca Ringley | Aye |
| James H. Burrell | Aye |
| Dean E. Raynes | Aye |
| W.R. "Ray" Davis Jr. | Aye |
| Julian T. Lipscomb | Aye |

The members came out of closed session at 4:40 p.m.

Upon exiting a closed session, Mr. Emerson tendered his resignation:

Dear Mr. Lipscomb:

As per our discussions and agreement, I am formally resigning the title of County Administrator of the County of New Kent effective December 3, 2001.

For twelve years, I have worked diligently to improve the economic, recreational, industrial, and safety status of New Kent County. I place high value on my time here and am proud of what I have accomplished. The county's financial stability has been restored and formal budget, accounting, and personnel policies are in place. The establishment of a Parks and Recreation Department has brought quality leisure programs to the area. Fire and rescue squads have been expanded, new equipment has been purchased, and we will soon have the first county-owned fire and rescue station. My efforts to promote industrial and commercial expansion within the county have resulted in Colonial Downs, expansion of Route 155, the development of an industrial corridor on Route 33, and much needed enhancements to the county's utilities. By utilizing grants and developing

relationships with elected officials and corporate leaders, I have been able to obtain numerous improvements at no cost of the county.

It is my greatest hope that progress begun under my leadership will continue and that current projects will be completed. It has been a privilege to serve New Kent County. I will follow its future growth with great interest.

Sincerely,

R. Joseph Emerson, Jr., AICP

Mr. Burrell said, "I move, with appreciation for the contributions to New Kent County that Joe Emerson has made, to accept his resignation and, as discussed in closed session on August 10, to ratify and confirm the agreement resolving the employment contractual dispute between Joe Emerson and the County of New Kent."

The members were polled:

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| Rebecca Ringley | Aye |
| James H. Burrell | Aye |
| Dean E. Raynes | Aye |
| W.R. "Ray" Davis Jr. | Aye |
| Julian T. Lipscomb | Aye |

IN RE: The Board members discussed draft redistricting plans in preparation for presentation of the plans at a public hearing.

Chairman Lipscomb called the meeting to order at 4:00 p.m. Phyllis Katz, County Attorney, gave a general report on the redistricting meetings which had recently been held. Sixty-seven people had attended the meetings and staff had received many good comments which had been forwarded to each Board member. Ms. Katz reminded the members that 5% deviation is the benchmark but there are no iron fast rules regarding redistricting. The proposed plans also look at voting strength in an effort to avoid retrogression. She pointed out that when presented to the Department of Justice, §2 might be a challenge. She further stated the Supreme Court certainly would tend to be conservative.

There was general discussion by the members with respect to the four individual plans which had been presented to the public at the four redistricting meetings. Those plans included Plan 1, Plan 5, Plan 11 and Plan 12. Mr. Stanger, via computer, altered plans in various ways for the Board to see. Ms. Katz told the members that in thinking of divisions, incorporated towns should not be broken up. Mr. Davis inquired about communities of interest and wondered if that carried any weight. Ms. Katz pointed out

the members need to be careful of “over concentration” of minority votes and need to remember compactness counts for a lot, i.e., how you have to travel to vote.

Chairman Lipscomb brought up Plan 5. Mr. Davis stated in no uncertain terms he would not accept this plan as it was based on race, four of the districts are “screwy” and the plan divides communities.

At the end of the discussion, there was a consensus of the Board to take two plans to the public for public hearing at the next Board meeting scheduled for September 10, 2001: Plan 5 and Plan 12 modified.

Mrs. Ringley moved to continue the meeting to the regular meeting in the Administration Building.

The members were polled:

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| Rebecca M. Ringley | Aye |
| James H. Burrell | Aye |
| Dean E. Raynes | Aye |
| W. R. "Ray" Davis Jr. | Aye |
| Julian T. Lipscomb | Aye |

The work session was continued at 5:57 p.m.