

**COUNTY OF HENRICO, VIRGINIA
BOARD OF SUPERVISORS
SPECIAL MEETING
March 13, 2012.**

The Henrico County Board of Supervisors convened a special meeting on Tuesday, March 13, 2012, at 5:30 p.m., in the County Manager's Conference Room, Administration Building, Henrico County Government Center, Parham and Hungary Spring Roads, Henrico, Virginia.

Members of the Board Present:

Richard W. Glover, Chairman, Brookland District
David A. Kaechele, Vice Chairman, Three Chopt District
Tyroné E. Nelson, Varina District
Patricia S. O'Bannon, Tuckahoe District
Frank J. Thornton, Fairfield District

Other Officials Present:

Virgil R. Hazelett, P.E., County Manager
Joseph P. Rapisarda, Jr., County Attorney
Barry R. Lawrence, CMC, Assistant to the County Manager/Clerk to the Board
Tanya B. Harding, Deputy Clerk to the Board/Administrative Assistant
George T. Drunwright, Jr., Deputy County Manager for Community Services
Timothy A. Foster, P.E., Deputy County Manager for Community Operations
Angela N. Harper, FAICP, Deputy County Manager for Special Services
Randall R. Silber, Deputy County Manager for Community Development
John A. Vithoukas, Deputy County Manager for Administration
Tamra R. McKinney, Director of Public Relations & Media Services

Mr. Glover called the meeting to order at 5:39 p.m.

Mr. Hazelett briefly reviewed the two items on the agenda.

Yangju City, Korea, Tourism Briefing

Mr. Hazelett recognized Ms. Harper, who introduced Youngju Heo, the County's fourth management trainee from Yangju City, Korea. Ms. Heo has been employed with Yangju City since 2010 and currently manages the chorus and symphony orchestra for the City's tourism and culture department. She is interning with the County for one month, during which time she is spending one week with each of the other four Deputy County Managers shadowing the departments within their functional areas of responsibility.

Ms. Heo distributed a traditional Korean nectace as well as a Yangju City tourism brochure and map to each member of the Board and Mr. Hazelett. She narrated a slide presentation addressing

tourist attractions in the Jangheung area of Yangju City and the City's promotion strategy for this area, which is marketed as the best art town in Korea. On behalf of the Board, Mr. Glover thanked Ms. Heo for her presentation and remarked that he hopes she continues to enjoy her visit with our County and learns a lot from the experience.

Voluntary Retirement Incentive Program

Mr. Hazelett noted that the Board would be considering approval of this budget reduction strategy at its 7:00 p.m. meeting. He recognized Paula Reid, Director of Human Resources, who narrated a slide presentation on this item. Ms. Reid described the Voluntary Retirement Incentive Program (VRIP) as a one-time voluntary program being offered to all full-time Henrico County General Government employees who by September 1, 2012 will have met all eligibility requirements for retirement with unreduced benefits through the Virginia Retirement System (VRS). VRIP offers participating employees payments and benefits in exchange for a voluntary retirement date of July 1, 2012; August 1, 2012; or September 1, 2012. Participating employees who are eligible for the Henrico County Retiree Health Care Supplement will receive a cash payment equivalent to 10 percent of their annual base salary and a doubling of the rate for the supplement to \$6.00 per full year of service for a period of five years from their retirement date. Participating employees who are not eligible for the supplement will receive a cash incentive payment equivalent to 15 percent of their annual base salary. During her presentation, Ms. Reid also explained why VRIP was being proposed and described the VRIP process.

At the conclusion of Ms. Reid's presentation, she and Mr. Hazelett responded to concerns voiced by Mr. Thomson regarding the potential loss of intellectual capital to the County as a result of this program. Mr. Thomson suggested that the County consider supplementing its succession management program with an apprenticeship program to help ensure that the quality of services the County provides to its citizens is not negatively impacted by accelerated retirements. Mr. Hazelett noted that staff will look at options such as this once the Department of Human Resources has a complete picture of the number of employees who will be retiring under VRIP and has determined which agencies will be most impacted. In response to a question from Mr. Nelson, Ms. Reid confirmed for Mr. Nelson that applications from less senior employees may be denied if it is determined that their retirement will adversely affect the agency's intellectual capital or delivery of services. Mr. Hazelett responded to further questions from the Board pertaining to how information about the program will be disseminated to eligible employees, the number of eligible employees expected to retire under the program, the potential impact on the program of recently passed State legislation requiring employees to contribute to VRS, and VRS eligibility requirements for persons retiring with unreduced benefits. On behalf of the Board, Mr. Glover expressed appreciation for this presentation.

The Board recessed for dinner at 6:25 p.m. and reconvened at 6:39 p.m.

Mr. Hazelett briefly reviewed the items listed on the Board's 7:00 p.m. meeting agenda. He informed the Board that one citizen, Ron Melancon, was signed up to speak during the meeting's public comment period. Mr. Melancon had indicated to staff that he was concerned about Henrico residents who do not pay personal property taxes to the County because their vehicles are registered out of state. Mr. Hazelett informed the Board that they would be receiving budget

books at the outset of the 7:00 p.m. meeting. He reviewed the schedule for the upcoming legislative budget reviews and responded to questions from the Board relating to the impact of protracted state budget deliberations on the County's budget adoption process.

Mrs. O'Bannon expressed concerns regarding a recent commentary appearing in the *Richmond Times-Dispatch* regarding the Virginia Department of Transportation's plans to demolish the existing Huguenot Bridge structure as part of the Huguenot Bridge reconstruction project that is already in progress. Mr. Hazelett updated the Board on the status of this project. There was discussion among Mrs. O'Bannon, Mr. Hazelett, and Mr. Foster pertaining to the unrealistic expectation held by some residents that the existing bridge structure can be preserved.

There being no further business, the meeting was adjourned at 6:49 p.m.



Chairman, Board of Supervisors
Henrico County, Virginia