

COUNTY OF HENRICO, VIRGINIA
BOARD OF SUPERVISORS
SPECIAL MEETING
September 4 - 5, 2024

The Henrico County Board of Supervisors convened a special meeting on Wednesday, September 4, 2024, at 9:00 a.m., at Deep Run Recreation Center, 9900 Ridgefield Parkway, Henrico, VA 23233.

Members of the Board Present:

Tyrone E. Nelson, Chair, Varina District
Daniel J. Schmitt, Vice-Chair, Brookland District
Roscoe D. Cooper, III, Fairfield District
Misty D. Whitehead, Three Chopt District
Jody K. Rogish, Tuckahoe District

Other Officials Present:

John A. Vithoulkas, County Manager
Andrew R. Newby, County Attorney
Tanya N. Brackett, CMC, Assistant to the County Manager/Clerk to the Board
Michael Y. Feinmel, Deputy County Manager for Public Safety
W. Brandon Hinton, Deputy County Manager for Administration
Monica Smith-Callahan, Deputy County Manager for Community Affairs
Cari M. Tretina, Deputy County Manager/Chief of Staff
Steven J. Yob, Deputy County Manager for Community Operations

Mr. Nelson and Mr. Vithoulkas made opening remarks and welcomed everyone to the Retreat.

Economic Outlook

Sheila Minor, Director of Finance, and Brandon Hinton, Deputy County Manager for Administration, gave the Board an update on the economic outlook for the County. Ms. Minor stated the presentation would cover the current revenues and a look back, commitments, ongoing obligations, and future opportunities.

Ms. Minor explained the economy is giving mixed messages overall, with current consensus among economists pointing to a slowing in growth but not necessarily a recession. She noted we have been enjoying record returns on the investment. She noted how Henrico is preparing for the economic impact and that the County's investment in sports tourism has fared better than other sections of the tourism industry. She also noted the economic impact from local sales tax receipts and meals tax. Ms. Minor noted the County has a history of keeping employees despite tight economic times. In reference to the County's business incentives, she noted numerous major decreases in business tax rates. Likewise, for residents, she noted the County's tax rate is the lowest monthly residential tax burden of the 10 largest localities in Virginia.

Next, Mr. Hinton reviewed the fixed costs for personnel and debt service. He stated the budget office is always monitoring how much weight these two categories add to the overall value of our fiscal picture. Mr. Hinton noted the largest cost of the County's budget is personnel cost.

Mr. Hinton responded to questions from Mr. Nelson regarding positions, especially within Schools. Mr. Hinton explained the majority of the new general government positions are from opening new facilities. Ms. Whitehead asked how many of the positions are vacant based on what Schools has requested. Mr. Hinton noted he would get the answer for the Board regarding this information.

Mr. Vithoukias reviewed the commitments and future obligations the County currently has, such as the home purchase assistance program, new facilities coming online, the Henrico CARES initiative, Marcus Alert, continued outreach and engagement, new elementary schools, the new environmental learning center, the Academy at Virginia Randolph, and many others. He noted future opportunities that the Board can explore, such as reducing the reliance on property taxes, address affordable housing, facilitating business redevelopment and diversification, sports tourism, and public infrastructure. The Manager noted he has asked the Finance Department to build our budget not based on data centers revenue to give the Board an opportunity to choose how to use those funds. He also noted home values are increasing which means real estate taxes continue to increase with the average increase around 13%. The Manager requested the Board to begin looking at some of our tax rates currently in place to use one revenue to offset another.

Mr. Schmitt noted the debt management slide really stuck out because it tells a story of how the County continues to strategize, and the commitments and obligations we currently have. The County has made incredible investments in libraries and in our facilities and schools. Mr. Schmitt continued noting the County continues to focus on mental health, and we will continue to be conservative with our fiscal budget and on top of the \$60 million the County is investing in affordable housing.

Mr. Nelson asked about funding for teachers and other positions in Schools, such as security. Mr. Hinton explained it hasn't been a smooth transition, and they want to hire additional staff to assist with the security. Mr. Vithoukias explained a portion of those costs are reimbursed from Schools to general government; Justin Crawford explained there is a small reimbursement, and the charge will always show up on the general government budget. Mr. Nelson noted the incredible opportunity presented by the funding coming from data centers. The Board has already committed money to affordable housing, and the Board will continue to ensure Schools has what they need. He questioned whether the Board should look at increasing the data center tax and perhaps balance out and bring down the real estate tax.

Ms. Whitehead complimented the presentations and requested if the Board could look at expanding childcare, feeding our community and our school children, and to continue to look at providing more mental health services. There was discussion between the Board and the Manager regarding expanding mental health and what more can be done to assist in this area. Mr. Rogish noted the support the County offers for our business community and the success the County has within this realm and noted the continued growth of sports tourism. Mr. Cooper stated he was excited about the presentation and being able to diversify our economy. He asked about the additional staffing for Schools security. Mr. Hinton explained

the Board will be seeing an introduction for budget amendments that includes 46 new positions.

The Board recessed at 10:14 a.m. and reconvened at 10:27 a.m.

Office Repurpose

Next, Anthony Romanello, Executive Director of the Economic Development Authority, provided an update on "Growing Henrico's Economy for All." He shared we currently have record high commercial property vacancies, noting the number is largely driven by remote and hybrid work trends and that the rise in e-commerce is impacting retail store vacancies.

He reviewed the office spaces that are filled. Mr. Romanello noted rents are not keeping pace with the inflation rates. He explained office inventory is aging. The bulk of the office space in the County was built between 1980 and 2010. The concern now is with lease expirations in the next few years we have the potential of having a higher vacancy rate. He reviewed the opportunity the County has to help with the challenges by reimagining buildings in the Innsbrook area and other areas.

Mr. Romanello reviewed the current initiatives underway within the County, such as the \$1 million BPOL threshold; technology zone incentives; the global business gateway; retention incentives; and Henrico office task force. He reviewed the retention incentive EDA created in 2022 for employer retention and incentive framework. He reviewed the office task force that was convened in July of 2023. They have held seven meetings and reviewed the members of the task force. They are recommending expanding the technology zone; enhancing the commercial rehab tax credit; and creating office renovation incentive programs that will allow the County to keep our business here and attract new business to the County.

Mr. Rogish asked about the expansion of the technology zone. Ms. Whitehead asked about the current properties available and what the biggest impact will be financially. Mr. Romanello explained the target for each area is different and that is why they are recommending the three types of packages. Mr. Cooper noted his concern to hear there are no more employees in the Capital One building and remember a time these buildings were filled. He thanked Mr. Romanello for the presentations in bringing this forward to give the Board an opportunity to see where we were and where we need to go. He is in support of the initiatives that will jump start the transformation the County needs. Mr. Vithoukas confirmed the Board has consensus for the incentives to come forward.

Affordable Housing Trust Fund Update

Eric Leabough, Director of Community Revitalization, gave the Board an update on the Affordable Housing Trust Fund, with Jovan Burton, Executive Director of the Partnership for Housing Affordability (PHA).

Mr. Burton updated the Board on the Trust Fund that was established in July of this year. He explained PHA serves the Richmond region and works with local governments. He explained they have engaged with community stakeholders, for-profit developers and builders, non-profit developers and builders, lenders, and realtors. He reviewed the area

median income limits for each group and described the type of assistance they are eligible to receive.

Mr. Burton explained the criteria for awards from the Fund. He reviewed the scoring criteria and the application process.

Mr. Leabough stated once an application has been submitted, they do have the ability to have open discussions with the applicant if necessary to make any adjustments. Mr. Leabough stated the plan is to present a proposed ordinance to the Board to waive local fees for qualified projects using the Affordable Housing Trust Fund.

Mr. Leabough reviewed the project profile and gave an example with HH Hunt – Parkside Development. Mr. Nelson asked if there is any market rate housing within the project. Mr. Leabough noted it will be a mix of incomes and will be close to market rate. Mr. Nelson asked if the homes will be the same design. Mr. Leabough explained the affordable homes will be exactly like the other homes within the development. Mr. Nelson stated that, from the beginning, the County has been trying to make housing affordable -- not giving away homes but making it affordable for families who are working to become homeowners. Mr. Nelson stated we are doing this for teachers, police officers, firefighters, and others to give them the opportunity to become homeowners.

Mr. Burton explained the process how the homes would be listed for sale. Ms. Whitehead asked questions about fair housing and whether there would be any issues with potential discrimination. Mr. Burton stated this will be just like anyone purchasing a home, and not anyone in their organization or the County will be determining who is purchasing the homes.

Mr. Cooper asked what the target availability per year would be. Mr. Leabough stated his target is 100-150 dwellings per year. Mr. Rogish questioned whether a developer could apply to have an entire development be affordable units. Mr. Leabough stated that is possible. Mr. Schmitt asked how data will be tracked for the program. Mr. Burton stated they will have a tracking system to determine how the process is going, and PHA will share that data with the County. Mr. Schmitt asked if there was any restriction to make sure these homes are not being rented or flipped. Mr. Burton confirmed there were safeguards to prevent that from happening in the first 10 years. Mr. Nelson clarified it is a 10-year deed restriction and they must live in the home. Mr. Leabough stated this is correct. Mr. Nelson and Mr. Leabough discussed how HOA fees are factored into the decision whether a particular unit is affordable for a particular income.

Laura Lafayette with the Richmond Association of Realtors thanked the Board and the Manager for taking the bold step to help with affordable homeownership in the County. She stated they are making sure the County knows they are ready to work with staff to use the \$60 million allocated for affordable housing.

Next, Joshua Goldschmidt with Markel Eagle construction shared several graphics with ideas for affordable homes. He stated he serves as the President of Eagle Construction and serves on the County's Housing Committee. He noted they build in 15 jurisdictions in the state and have been involved in Affordable Housing initiatives, but no one is doing anything like Henrico. Mr. Goldschmidt responded to questions from the Board regarding the proposed homes and the diagram he shared.

Andrew Clark with the Homebuilders Association of Virginia noted the development community is excited about the opportunities the County is making possible with affordable housing. He thanked the Board and the Manager for the opportunity to speak briefly on the agencies he works with at the local level that set the parameters for building within the region. He stated he appreciates the partnership with the County especially when working on permits for projects. He also thanked the Manager and the Board for being actively involved in the process and noted this does not happen in other localities.

The Board recessed for lunch at 12:15 p.m. and reconvened at 1:17 p.m.

Solid Waste Management

Mr. Chan gave the Board an update on solid waste initiatives with Kim Hynes, who is with the Central Virginia Waste Management Authority (CVWMA). He reminded the Board that the County must find a new location for refuse once the Charles City Road landfill reaches capacity. He discussed opportunities for doing so. He also shared a plan for extended refuse collection services to the entire County. Mr. Chan stated he feels this can be done in the next four years in three phases. Mr. Vithoulkas asked how many drivers and trucks he needs for this project. Mr. Chan stated it would be two trucks and two full-time employees. Ms. Whitehead asked if there is any possibility for the trucks to be green friendly. Mr. Chan suggested that refuse trucks are not particularly green, though some run on natural gas. Mr. Cooper questioned how residents would be able to distinguish between the cost of private sector service and the County's refuse service. He also asked if the model would work with HOAs. Mr. Chan stated it would be different for subdivisions that have HOAs because the HOA determines the contract for the trash removal. Mr. Schmitt clarified this is a revenue generator and completely supports providing additional services to our residents at a better rate.

Kim Hynes gave the Board an update on recycling in the County and explained last year they issued 9,000 large recycling bins to residents. She noted they have over 4,000 more tons of paper, cans, and bottles being recycled, and that we have not seen a drop-off of recycling at the drop-off centers. Mr. Schmitt asked about the quality of the items that residents are putting in the bins. Ms. Hynes stated the quality has been good and believes that is due to the program they had before with the smaller bins. She noted increasing recycling is a step in the right direction because Henrico generates about 330,000 tons per year of waste. She shared a graph showing the types of waste they have in the system. Ms. Hynes stated they are looking at how to better manage the waste by pulling some of these items out and composting. In conclusion she noted the need for additional alternatives to landfills as they reach capacity and stated CVWMA is looking at several options in doing this by extending their recycling program and noted they have had many discussions with companies to build compost facilities for food waste and green waste.

Mr. Vithoulkas next recognized Joe Emerson, Director of Planning, who gave the Board a brief update on R-4B zoning. He suggested this new zoning district would provide greater flexibility for the Board in approving developments of single-family dwellings with smaller lots. This could reduce costs of the homes. Mr. Nelson asked about the process for approving the new district. Mr. Rogish asked about the density of developments in the new district and if they would be comparable to the development presented by Mr. Goldschmidt. Mr. Emerson confirmed the density would be similar. There was continued discussion between the Board

and Mr. Emerson regarding the type of development the Board could initiate, and the zoning ordinance changes required.

New Market Heights Trail and Wetland Bank

Steve Yob, Deputy County Manager for Community Development, gave the Board an update on the possible creation of the New Market Heights Trail and a wetland bank.

For the wetland bank, he gave the Board six recent examples of projects that impacted streams and wetlands costing us over \$3.6 million in mitigation credits which we have been paying to bankers. He proposed the County create its own bank of wetland credits by performing mitigation projects.

For the trail, Mr. Yob recognized the partners they have had in the process, including the American Battlefield Trust, Battle of New Market Heights Memorial Association, Capital Region Land Conservancy, National Park Service, and Richmond Battlefield Trust. He noted they have also received support from the National Park Service grant program. He also noted the Secretary of the Interior by law is required to provide for the establishment of a memorial suitable to honor the 14 Medal of Honor recipients from the United States Colored Troops from the Battle of New Market Heights. He hopes to finally complete the trail and establish the memorial to honor these troops.

County's First Impression

Ben Sheppard, Director of Public Relations, presented proposals to the Board to create good first impressions for new residents and visitors to the County.

First, he shared a new logo for County signs. He responded to a question about possibly using digital signs to have new messages and logos over time.

Second, Travis Sparrow, Director of Information Technology, explained how they would incorporate a unified message for the County using QR code technology to send new residents and visitors to an interactive webpage. He shared what the pages would look like.

Third, Sheila Minor, Director of Finance, discussed with the Board a proposal to send mailers to new residents with welcome information. Mr. Sheppard shared a mock-up of the proposed mailers that could be personalized for each Board member.

The Board discussed the mailers as well as the possible digital welcome signs.

Mr. Nelson confirmed the Board agrees with moving forward on these ideas and that staff should continue to work with the Board members to refine each proposal. The other Board members expressed similar sentiments.

Ms. Whitehead noted that she would like to move the Board nomenclature from "chairman" to "chair." She also expressed concern about negative, non-inclusive connotations around the phrase "The Henrico Way."

Mr. Schmitt concurred with Mr. Nelson about reaching out to our community to give our residents the best information as possible. He also agreed with Mr. Cooper on how the Board members should make our postcards more specific to their districts and perhaps include a QR code that would direct them to things happening in their districts. He also noted we need to brand our information as much as possible, especially on the floor of the Henrico Sports & Entertainment Center. We need to make sure everyone is aware they are in Henrico; this brings national exposure to our County.

Mr. Nelson concurred with Ms. Whitehead's suggestion about changing "Chairman" to "Chair," and asked staff to adopt the new nomenclature. He also noted he struggles with "the Henrico Way," and that he has residents who comment about it. He feels it should mean good customer service and that we go above and beyond for the community.

Mr. Rogish thanked the staff and noted he is proud every day and loves working with staff and the residents.

The Board recessed for the day at 3:20 p.m.

The Henrico County Board of Supervisors reconvened a special meeting on Thursday, September 5, 2024, at 8:38 a.m., at Deep Run Recreation Center, 9900 Ridgefield Parkway, Henrico, VA 23233.

Members of the Board Present:

Tyrone E. Nelson, Chair, Varina District
Daniel J. Schmitt, Vice-Chair, Brookland District
Roscoe D. Cooper, III, Fairfield District
Misty D. Whitehead, Three Chopt District
Jody K. Rogish, Tuckahoe District

Other Officials Present:

John A. Vithoukias, County Manager
Andrew R. Newby, County Attorney
Tanya N. Brackett, CMC, Assistant to the County Manager/Clerk to the Board
Michael Y. Feinmel, Deputy County Manager for Public Safety
W. Brandon Hinton, Deputy County Manager for Administration
Monica Smith-Callahan, Deputy County Manager for Community Affairs
Cari M. Tretina, Deputy County Manager/Chief of Staff
Steven J. Yob, Deputy County Manager for Community Operations

Henrico Schools Update

Mr. Nelson welcomed everyone back for the final day of the Retreat and once again thanked the staff for all the heavy lifting they do as a team to make the Board and the County look good.

Mr. Vithoukias welcomed Dr. Amy Cashwell, Superintendent of Schools. She recognized Marcia Shea, Vice-Chair and Tuckahoe District representative, Kristi B. Kinsella, Brookland

District representative, Ryan Young, Fairfield District representative, and her School staff joining her for the presentation. She noted that Henrico County Public Schools (HCPS) is home to more than 50,000 students who are served by dedicated employees. Students are from more than 24 different countries and languages.

Dr. Cashwell highlighted HCPS continues to be innovative and was happy to announce this year they opened the doors to the new Rolfe Middle School Center for Innovation. They are looking forward to expanding this model. She noted the other important investment approved by both the School Board and the Board of Supervisors is that all schools have weapon scanners and school security officers and SRO's. Last year, elementary schools did not have SRO's, but this year they all have at least one.

She also noted the tremendous increases in employees and that HCPS was named by *Forbes Magazine* as one of the best employers in the state for a 2nd year in a row.

Dr. Cashwell explained they saw a significant drop in drop-out rates over the last year as a result of some very targeted efforts to intervene with students early on. She noted they are 96% staffed this year and a previous bus driver shortage is not a concern, thanks to the increase in pay championed by both boards.

Dr. Cashwell highlighted efforts to improve students' mental health and wellbeing, including various new programs in the schools. She then recognized important partnerships with First Tee of Richmond, NOVA, the YMCA, and the James River Association. She concluded her presentation by highlighting the new living building site at Wilton Farm that will provide a learning space for students enrolled in the Center for Environmental Studies and Sustainability with a community learning center.

Mr. Cooper stated it was an honor for him to spend the last eight years on the School Board and noted he believes he is the only elected School Board member to transition to the Board of Supervisors in the history of the County. He stated this allows him to have firsthand knowledge of unfunded mandates imposed on Schools. He will continue to work to improve the schools in his district. He asked if there are any plans to expand dual enrollment to all high schools because he knows that this is very helpful for families in our communities. Dr. Cashwell stated they are looking into extending the dual enrollment program at high schools. Mr. Cooper asked about the Life Ready Literacy plan and wanted to know specifically in the Fairfield District the opportunity to add additional reading specialists. Dr. Cashwell explained their priority is to add the positions this year. Mr. Cooper questioned the SOLs and how we will be improving those scores, particularly in the Fairfield District. He also asked about the cell phone policy and how it is implemented across the County. Dr. Cashwell stated it has been going very well with teachers reporting students are actively engaged in learning. Mr. Cooper asked about security updates and how that is coming along. Dr. Cashwell stated it is going very smoothly.

Mr. Rogish thanked Dr. Cashwell and the Board members who were present today. He thanked them for the tremendous improvement with recruiting bus drivers and noted he has received several phone calls about mental health when it comes to minors and wanted to know if there was anything else that can be done to move that along. Dr. Cashwell discussed the new programs coming to address mental health. Mr. Rogish asked for further clarification on micro-credentials. Dr. Cashwell explained this is how staff can engage in professional

learning and stated there are ways staff can take micro-credentials courses that are smaller classes, and they can also work towards a specialization resulting in a pay increase for teachers who complete a set number of hours.

Ms. Whitehead noted she was trying hard to focus on the presentations but was more concerned as a parent on another day after a school shooting and having to put her kid on a bus to go to school. She thanked the school system in Henrico for all the safety enhancements that have been added for the safety of our children. She stated she wanted to ensure our children are kept safe and encourage anything we as a County can do to normalize mental health services and getting the right care. Ms. Whitehead also discussed alternative schooling arrangements and programs, including homebound learning. Dr. Cashwell stated she was happy to dig more into her concerns about homebound learning, and she also noted she knows the specialty center process is competitive but wants to make sure all our students have access to it. Dr. Cashwell thanked her for the comments about security.

Mr. Schmitt thanked Schools for all their great work and feels we are on the right path in handling our security concerns.

Mr. Nelson thanked the School Board members in attendance, stated they were peers, and that he knew the two boards could accomplish great things together. He referenced that improving schools in the County was one of the main reasons he ran for local office. He feels the two boards can do extraordinary and transformational things together, particularly with new major funding sources available to the County.

The Board recessed at 9:56 a.m. and reconvened at 10:19 a.m.

Mr. Vithoulkas asked Jim Courtney, Deputy Chief for the Division of Fire, to share a story from a Firehouse opening. Chief Courtney stated he was at the grand opening of the Matoaca Fire House in Chesterfield, and they recognized a resident as the Mayor of Matoaca. He noted the resident thanked Chesterfield for taking a play out of Henrico's playbook with Mama 305 by inviting her up to speak.

Zoning Ordinance Amendments

Ben Blankinship gave the Board an update on proposed zoning ordinance amendments that would provide new tools for the County, clarify existing provisions, and update other provisions to conform to changes in state law.

Mr. Blankinship highlighted possible changes to the new regulations of vape shops. There was discussion with the Board, the Manager, and staff focusing on distance requirements from various other uses. Mr. Rogish asked for clarification on the store "G Leaf." Mr. Blankinship explained they are treated like a pharmacy under the ordinance. Ms. Whitehead explained we are not seeing children going into the G Leaf stores but the vape shops we do. She noted the stores are becoming a magnet for young people.

Boards & Commissions Update

Andrew Newby, County Attorney, and Tanya Brackett, Clerk to the Board, gave the Board an update on local boards and commissions. Ms. Brackett explained the goals of the

presentation were to review all the local or regional authorities, boards, and commissions to determine whether appointment terms can line up with terms of the Board of Supervisors. Currently the Board has 42 local or regional authorities, boards, and commissions with appointed members. Some members have defined terms for their appointments ranging from one year to five years. Some terms are staggered.

Mr. Newby reviewed each local or regional authority, board, and commission appointed by the Board of Supervisors and advised on how their terms could be aligned. Bridget Cease, Assistant Director of Human Resources, responded to questions about grievance panels. Ms. Brackett responded to a question about members of the James River Juvenile Detention Commission. Mr. Newby responded to questions about appointments to the Economic Development Authority.

The Board concurred in attempting to align the terms as much as possible and providing shorter terms in some cases to allow more residents to participate. Mr. Newby explained the process for changing Board appointments whose terms currently did not align and explained why, in some cases, the terms could not be aligned.

Ms. Brackett concluded the presentation by reviewing non-profit boards on which Board members or staff served. The Board discussed future opportunities for staff or Board members to serve on those non-profit boards. Ms. Brackett then discussed other non-profits where it may be beneficial to have County staff representatives on those boards.

The Board recessed at 11:44 a.m. and reconvened at 12:52 p.m.

Brandon Hinton, Deputy County Manager for Administration, provided an update on healthcare coverage for employees. Mr. Hinton explained the County will absorb 80% of the increase in premium costs this year. He shared a slide showing the County's healthcare plan in comparison to surrounding localities showing the breakdown of each plan. The County is leading in the region in healthcare coverage for employees.

Recovery Residences in Henrico County

Mike Feinmel, Deputy County Manager for Public Safety, reviewed the status of recovery residences in the County, their benefits to the community, and the state laws and regulations governing them. He discussed the roles of regulating agencies, such as the Virginia Association of Recovery Residences (VARR). Mr. Feinmel responded to questions from the Board regarding the certification process and how oversight was delegated to VARR.

Mr. Feinmel and the Board discussed issues arising when recovery residences are not certified or regulated. He discussed the negative impacts on communities from poorly regulated and poorly run facilities with little to no oversight.

Mr. Feinmel offered several suggestions to improve the regulation of recovery residences, including possible state legislation.

Mr. Nelson noted he was on the Recovery Round Table. He sees this discussion as a continuation of those efforts to improve outcomes in the community. He noted the Board needs to start engaging with state legislators to make positive changes. Mr. Feinmel stated

we need voices and support, and we need to make changes by working with our state legislators and give them the information residents are seeking.

Ms. Whitehead expressed the need to find a balance between recovery and the other residents in neighborhoods.

Mr. Rogish asked questions about the qualifications to operate recovery residences and whether substance use is allowed in the residences. There was continued discussion about how the recovery homes are currently operating.

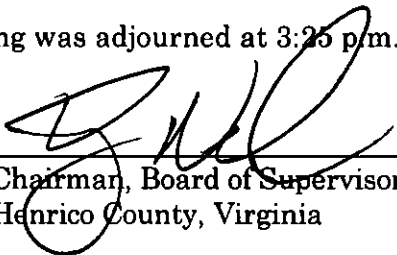
The Board recessed at 2:07 p.m. and reconvened at 2:17 p.m.

Mr. Nelson requested Mr. Feinmel give a brief overview of the last presentation for several attendees who missed portions.

Then, Cari Tretina, Chief of Staff and Deputy County Manager, gave the Board a full recap of the retreat and the follow-up requested by the Board for each item.

The Board thanked each employee who presented to them and all the staff for their participation.

There being no further business, the meeting was adjourned at 3:25 p.m.



Chairman, Board of Supervisors
Henrico County, Virginia