

**HENRICO COUNTY  
NOTICE OF SPECIAL MEETING  
BOARD OF SUPERVISORS**

Please take notice that a special meeting of the Board of Supervisors will be held on **Tuesday, May 8, 2018, at 5:30 p.m.** in the County Manager's Conference Room located on the third floor of the Administration Building at the Henrico County Government Center, Parham and Hungary Spring Roads, Henrico, Virginia.

The matters to be reviewed by the Board at this time are:

- |                  |   |
|------------------|---|
| 5:30 - 5:45 p.m. | Goodwill of Central and Coastal Virginia Update               |
| 5:45 - 6:00 p.m. | Housing Families First Update                                 |
| 6:00 - 6:30 p.m. | Richmond Regional Planning District Commission Strategic Plan |
| 6:30 - 6:45 p.m. | Regular Meeting Agenda Items                                  |



Barry R. Lawrence, CMC  
Clerk, Henrico County Board of Supervisors  
May 3, 2018

**COUNTY OF HENRICO, VIRGINIA**  
**Henrico County Board Room**  
**Board of Supervisors' Agenda**  
**May 8, 2018**  
**7:00 p.m.**

**PLEDGE OF ALLEGIANCE**

**INVOCATION**

**APPROVAL OF MINUTES** - April 24, 2018, Regular Meeting

**MANAGER'S COMMENTS**

**BOARD OF SUPERVISORS' COMMENTS**

**RECOGNITION OF NEWS MEDIA**

**PRESENTATIONS**

Proclamation - Law Enforcement Officers Week - May 13 - 19, 2018.

Proclamation - Safe Boating Week - May 19 - 25, 2018.

**APPOINTMENT**

108-18                      Resolution - Appointment of Members - Finance Board.

**PUBLIC HEARINGS – REZONING CASES AND PROVISIONAL USE PERMITS**

109-18                      Wilton Companies, Inc.: Request to conditionally rezone from O-2 Office  
REZ2017-                      District and R-2 One Family Residence District to M-1C Light Industrial  
00035                          District (Conditional) Parcel 774-745-3876 and part of Parcel 774-745-7795  
Brookland                      containing 2.105 acres located on the east line of Staples Mill Road (U.S.  
Route 33) approximately 420' south of its intersection with Aspen Avenue.  
The applicant proposes office/warehouse. The use will be controlled by  
proffered conditions and zoning ordinance regulations. The 2026  
Comprehensive Plan recommends Office. The site is in the Enterprise Zone.  
The Planning Commission voted to recommend the Board of Supervisors  
**grant** the request.

110-18                      Greystar: Request to conditionally rezone from RTHC Residential Townhouse  
REZ2018-                      District (Conditional) to R-6C General Residence District (Conditional) and  
00010                          O-2C Office District (Conditional) Parcel 735-761-8792 containing 12.724  
Three Chopt                      acres located at the southwest intersection of Three Chopt Road and  
Lauderdale Drive. The applicant proposes an age restricted multifamily  
development and office uses. The uses will be controlled by zoning ordinance  
regulations and proffered conditions. The 2026 Comprehensive Plan  
recommends Urban Residential. The site is in the West Broad Street Overlay  
District. The Planning Commission voted to recommend the Board of  
Supervisors **grant** the request.

- 111-18  
REZ2018-  
00009  
Tuckahoe
- Rivercrest Realty Investors, LLC: Request to conditionally rezone from R-3 One-Family Residence District and M-1 Light Industrial District to B-2C Business District (Conditional) Parcels 764-744-6655, -6764, -6971, -7177, -7782, and -8475 containing 1.872 acres located at the northwest intersection of Glenside Drive and Forest Avenue. The applicant proposes a self-service storage facility. The use will be controlled by zoning ordinance regulations and proffered conditions. The 2026 Comprehensive Plan recommends Suburban Residential 2, density should not exceed 3.4 units per acre. The Planning Commission voted to recommend the Board of Supervisors **grant** the request.
- 112-18  
PUP2018-  
00008  
Tuckahoe
- Rivercrest Realty Investors, LLC: Request for a Provisional Use Permit under Sections 24-58.2(b), 24-58.2(h), 24-120 and 24-122.1 of Chapter 24 of the County Code in order to allow a self-service storage facility up to 36' in height on Parcels 764-744-6655, -6764, -6971, -7177, -7782, and -8475 located at the northwest intersection of Glenside Drive and Forest Avenue. The existing zoning is R-3 One-Family Residence District and M-1 Light Industrial District. The 2026 Comprehensive Plan recommends Suburban Residential 2, density should not exceed 3.4 units per acre. The Planning Commission voted to recommend the Board of Supervisors **grant** the request.
- 113-18  
REZ2017-  
00024  
Brookland
- Sauer Properties, Inc.: Request to amend proffered conditions accepted with C-54C-95 and C-94C-96 on part of Parcel 771-739 -8721 located at the southeast intersection of W. Broad Street (U.S. Route 250) and Libbie Avenue. The applicant proposes to amend proffers related to prohibited uses to allow for outdoor dining. The existing zoning is B-3C Business District (Conditional). The 2026 Comprehensive Plan recommends Commercial Arterial. The Planning Commission voted to recommend the Board of Supervisors **grant** the request.
- 114-18  
REZ2018-  
00020  
Varina
- Robert Haller, Jr.: Request to conditionally rezone from B-1 Business District to B-2C Business District (Conditional) Parcels 826-716-9829 and 827-716-0226 containing .3656 acres located on the north line of W. Williamsburg Road (U.S. Route 60) at its intersection with S. Wilson Way. The applicant proposes a restaurant with outdoor dining and cooking. The use will be controlled by zoning ordinance regulations and proffered conditions. The 2026 Comprehensive Plan recommends Commercial Concentration. The site is in the Enterprise Zone and the Airport Safety Overlay District. The Planning Commission voted to recommend the Board of Supervisors **grant** the request.
- 115-18  
PUP2018-  
00006  
Varina
- Robert Haller, Jr.: Request for a Provisional Use Permit under Sections 24-58.2(d), 24-120 and 24-122.1 of Chapter 24 of the County Code to allow outdoor dining and cooking on Parcels 826-716-9829 and 827-716-0226 located on the north line of W. Williamsburg Road (U.S. Route 60) at its intersection with S. Wilson Way. The existing zoning is B-1 Business District. The 2026 Comprehensive Plan recommends Commercial Concentration. The site is in the Enterprise Zone and the Airport Safety Overlay District. The Planning Commission voted to recommend the Board of Supervisors **grant** the request.

116-18 P&F, LLC and North American Holdings, Inc.: Request to amend proffers  
REZ2018- accepted with REZ2016-00044 on Parcels 761-754-4773 and -2053 located  
00018 between the south line of W. Broad Street (U.S. 250) and Skipwith Road  
Three Chopt approximately 600' west of W. Broad Street's intersection with N. Parham  
Road. The applicant proposes to amend proffers regarding architectural  
elevations. The existing zoning is B-3C Business District (Conditional). The  
2026 Comprehensive Plan recommends Commercial Arterial and Office.  
The Planning Commission voted to recommend the Board of Supervisors  
**grant** the request.

### **PUBLIC HEARINGS – OTHER ITEM**

117-18 Resolution - Signatory Authority - Lease Amendment - 3900 Nine Mile  
Road - Varina District.

### **PUBLIC COMMENTS**

### **GENERAL AGENDA**

118-18 Resolution - Award of Contract - Human Services Building Ground Floor  
Renovation - Brookland District.

119-18 Resolution - Award of Contract - Fairfield Area Library - Fairfield District.

120-18 Resolution - To Accept 2018 Virginia H.E.A.T. Program Award.

121-18 Resolution - Outdoor Special Events in Dorey Park.

122-18 Resolution - Award of Contract - Engineering Services - Horsepen Branch  
Trunk Sewer - Brookland District.

123-18 Resolution - Award of Contract - West Wistar Area (SH-15 Part 2, Phase 1)  
Sewer Rehabilitation - Tuckahoe District.

124-18 Resolution - Directing the County Manager to Work with the School  
Superintendent to Appoint a Committee of General Government and  
Education Employees to Examine and Develop a Multi-Year Plan to  
Address Possible Salary Compression Amongst all Henrico County  
Employees.



**COUNTY OF HENRICO, VIRGINIA  
BOARD OF SUPERVISORS' RESUME  
May 8, 2018**

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**PRESENTATIONS**

**PROCLAMATION - Law Enforcement Officers Week - May 13 - 19, 2018.**

The professional law enforcement officers of Henrico County serve our citizens daily, protecting lives and property while upholding local ordinances and state laws. By the nature of their duties, these officers endure grave danger and, on occasion, loss of their own lives. Each year, the 15<sup>th</sup> day of May is nationally designated as Peace Officers Memorial Day and the calendar week in which that date occurs is nationally designated as Police Week. The Police Division will hold its annual memorial service and wreath-laying ceremony at Police Memorial Park on Friday, May 18, 2018, to honor the County's fallen police officers. This proclamation recognizes May 13 - 19, 2018, as Law Enforcement Officers Week and Friday, May 18, 2018, as Law Enforcement Officers Day in Henrico County; encourages Henrico citizens to take note of these special dates; and salutes the County's law enforcement officers for their steadfast commitment to the County's public safety efforts and for contributing significantly to the quality of life of this community.

**PROCLAMATION - Safe Boating Week - May 19 - 25, 2018.**

Many Henrico residents choose recreational boating as a way to relax with their families and friends as opportunities for on-the-water activities grow each year. Of the 229,929 boats currently registered in the Commonwealth of Virginia, 4,765 are owned by residents of the County of Henrico, and the use of kayaks and other self-propelled watercraft not required to be registered is increasing rapidly. Flotilla 31 of the United States Coast Guard Auxiliary's Fifth District Southern Region supports local emergency service providers on the waterways and promotes safe boating practices, including the wearing of life jackets. This proclamation recognizes May 19 - 25, 2018, as Safe Boating Week and urges all Henrico boaters to take a boating safety course, wear their life jackets, have their boats checked for other safety equipment, and practice safe boating.

**APPOINTMENT**

**RESOLUTION - Appointment of Members - Finance Board.**

By ordinance approved on March 11, 2008, the Board of Supervisors created a finance board (the "Finance Board") to serve as trustee of funds designated by the County to be held, accumulated, and invested by the Finance Board for the purpose of funding Other Post-Employment Benefits (OPEB).

Pursuant to Section 15.2-1547 of the Code of Virginia, the Finance Board currently is composed of the Director of Finance, who serves an indefinite term, and three additional members with proven integrity, business ability, and demonstrated experience in cash management and investments, who serve two-year terms.

This Board paper appoints the following persons to the Finance Board for two-year terms expiring May 8, 2020, or thereafter, when their successors shall have been appointed and qualified:

Vaughan G. Crawley  
Anthony J. Romanello  
Christopher A. Sorensen

**PUBLIC HEARINGS – REZONING CASES AND PROVISIONAL USE PERMITS**

- REZ2017-00035  
Brookland  
Wilton Companies, Inc.: Request to conditionally rezone from O-2 Office District and R-2 One Family Residence District to M-1C Light Industrial District (Conditional) Parcel 774-745-3876 and part of Parcel 774-745-7795 containing 2.105 acres located on the east line of Staples Mill Road (U.S. Route 33) approximately 420' south of its intersection with Aspen Avenue. The applicant proposes office/warehouse. The use will be controlled by proffered conditions and zoning ordinance regulations. The 2026 Comprehensive Plan recommends Office. The site is in the Enterprise Zone. Acting on a motion by Mrs. Kotula, seconded by Mr. Baka, the Planning Commission voted 5-0 (one abstention) to recommend the Board of Supervisors **grant** the request because it would not be expected to adversely affect the pattern of zoning and land use in the area and the proffered conditions will assure a level of development otherwise not possible.
- REZ2018-00010  
Three Chopt  
Greystar: Request to conditionally rezone from RTHC Residential Townhouse District (Conditional) to R-6C General Residence District (Conditional) and O-2C Office District (Conditional) Parcel 735-761-8792 containing 12.724 acres located at the southwest intersection of Three Chopt Road and Lauderdale Drive. The applicant proposes an age restricted multifamily development and office uses. The uses will be controlled by zoning ordinance regulations and proffered conditions. The 2026 Comprehensive Plan recommends Urban Residential. The site is in the West Broad Street Overlay District. Acting on a motion by Mrs. Marshall, seconded by Mr. Archer, the Planning Commission voted 5-0 (one abstention) to recommend the Board of Supervisors **grant** the request because it would permit infill development with the proper connection to roads and other public facilities and the proffered conditions will assure a level of development otherwise not possible.
- REZ2018-00009  
Tuckahoe  
Rivercrest Realty Investors, LLC: Request to conditionally rezone from R-3 One-Family Residence District and M-1 Light Industrial District to B-2C Business District (Conditional) Parcels 764-744-6655, -6764, -6971, -7177, -7782, and -8475 containing 1.872 acres located at the northwest intersection of Glenside Drive and Forest Avenue. The applicant proposes a self-service storage facility. The use will be controlled by zoning ordinance regulations and proffered conditions. The 2026 Comprehensive Plan recommends Suburban Residential 2, density should not exceed 3.4 units per acre. Acting on a motion by Mr. Baka, seconded by Mr. Leabough, the Planning Commission voted 5-0 (one abstention) to recommend the Board

of Supervisors **grant** the request because it would not adversely affect the adjoining area if properly developed as proposed and is not expected to have a precedent setting effect on the zoning in the area.

PUP2018-00008  
Tuckahoe  
Rivercrest Realty Investors, LLC: Request for a Provisional Use Permit under Sections 24-58.2(b), 24-58.2(h), 24-120 and 24-122.1 of Chapter 24 of the County Code in order to allow a self-service storage facility up to 36' in height on Parcels 764-744-6655, -6764, -6971, -7177, -7782, and -8475 located at the northwest intersection of Glenside Drive and Forest Avenue. The existing zoning is R-3 One-Family Residence District and M-1 Light Industrial District. The 2026 Comprehensive Plan recommends Suburban Residential 2, density should not exceed 3.4 units per acre. Acting on a motion by Mr. Baka, seconded by Mrs. Marshall, the Planning Commission voted 5-0 (one abstention) to recommend the Board of Supervisors **grant** the request because it would provide added services to the community and would not be expected to adversely affect public safety, health or general welfare.

REZ2017-00024  
Brookland  
Sauer Properties, Inc.: Request to amend proffered conditions accepted with C-54C-95 and C-94C-96 on part of Parcel 771-739 -8721 located at the southeast intersection of W. Broad Street (U.S. Route 250) and Libbie Avenue. The applicant proposes to amend proffers related to prohibited uses to allow for outdoor dining. The existing zoning is B-3C Business District (Conditional). The 2026 Comprehensive Plan recommends Commercial Arterial. Acting on a motion by Mrs. Kotula, seconded by Mrs. Marshall, the Planning Commission voted 5-0 (one abstention) to recommend the Board of Supervisors **grant** the request because the proffered conditions will provide appropriate quality assurances not otherwise available and should minimize the potential impacts on surrounding land uses.

REZ2018-00020  
Varina  
Robert Haller, Jr.: Request to conditionally rezone from B-1 Business District to B-2C Business District (Conditional) Parcels 826-716-9829 and 827-716-0226 containing .3656 acres located on the north line of W. Williamsburg Road (U.S. Route 60) at its intersection with S. Wilson Way. The applicant proposes a restaurant with outdoor dining and cooking. The use will be controlled by zoning ordinance regulations and proffered conditions. The 2026 Comprehensive Plan recommends Commercial Concentration. The site is in the Enterprise Zone and the Airport Safety Overlay District. Acting on a motion by Mr. Leabough, seconded by Mr. Baka, the Planning Commission voted 5-0 (one abstention) to recommend the Board of Supervisors **grant** the request because it reflects the Comprehensive Plan and future use and zoning in the area and would not adversely affect the adjoining area if properly developed as proposed.

PUP2018-00006  
Varina  
Robert Haller, Jr.: Request for a Provisional Use Permit under Sections 24-58.2(d), 24-120 and 24-122.1 of Chapter 24 of the County Code to allow outdoor dining and cooking on Parcels 826-716-9829 and 827-716-0226 located on the north line of W. Williamsburg Road (U.S. Route 60) at its intersection with S. Wilson Way. The existing zoning is B-1 Business

District. The 2026 Comprehensive Plan recommends Commercial Concentration. The site is in the Enterprise Zone and the Airport Safety Overlay District. Acting on a motion by Mr. Leabough, seconded by Mr. Archer, the Planning Commission voted 5-0 (one abstention) to recommend the Board of Supervisors **grant** the request because when properly developed and regulated by the recommended special conditions, it would not be detrimental to the public health, safety, welfare and values in the area.

REZ2018-  
00018  
Three Chopt

P&F, LLC and North American Holdings, Inc.: Request to amend proffers accepted with REZ2016-00044 on Parcels 761-754-4773 and -2053 located between the south line of W. Broad Street (U.S. 250) and Skipwith Road approximately 600' west of W. Broad Street's intersection with N. Parham Road. The applicant proposes to amend proffers regarding architectural elevations. The existing zoning is B-3C Business District (Conditional). The 2026 Comprehensive Plan recommends Commercial Arterial and Office. Acting on a motion by Mrs. Marshall, seconded by Mr. Baka, the Planning Commission voted 5-0 (one abstention) to recommend the Board of Supervisors **grant** the request because it is appropriate business zoning and would not adversely affect the adjoining area if properly developed as proposed.

#### **PUBLIC HEARINGS - OTHER ITEM**

#### **RESOLUTION - Signatory Authority - Lease Amendment - 3900 Nine Mile Road - Varina District.**

This Board paper authorizes the County Manager to execute a lease amendment to extend the County's lease of 3900 Nine Mile Road to Housing Families First for 20 years, beginning January 22, 2019. Under the lease amendment, Housing Families First will continue to pay annual rent of \$1.00, the amount charged since 1999.

The Director of Real Property recommends approval of this Board paper; the County Manager concurs.

#### **PUBLIC COMMENTS**

#### **GENERAL AGENDA**

#### **RESOLUTION - Award of Contract - Human Services Building Ground Floor Renovation - Brookland District.**

This Board paper would award a contract for \$1,849,000 to Milestone Construction Company, LLC for renovation of the ground floor of the Human Services Building. Construction is anticipated to begin in May 2018 with occupancy by February 2019.

The County received four bids on April 10, 2018, in response to ITB #18-1603-3JCK and Addenda Numbers 1, 2, 3 and 4 as follows:



<b><u>Bidder</u></b>	<b><u>Bid Amount</u></b>
Milestone Construction Company, LLC Glen Allen, VA	\$1,849,000
Virtexco Corporation Norfolk, VA	\$2,077,000
Air Tech Solutions, Inc. Stafford, VA	\$2,080,000
ARW Contracting, Inc. Chester, VA	\$2,398,000

Based upon a review of the bids, Milestone Construction Company, LLC is the lowest responsive and responsible bidder.

This Board Paper also authorizes the County Manager, or the Purchasing Director as his designee, to execute change orders not to exceed 15% of the original contract amount. Funding to support the contract is available within the project budget.

The Director of General Services and the Purchasing Director recommend approval of this Board paper, and the County Manager concurs.

**RESOLUTION - Award of Contract - Fairfield Area Library - Fairfield District.**

This Board paper would award a contract for \$21,249,300 to Gulf Seaboard General Contractors, Inc. for the new Fairfield Area Library. The construction is anticipated to begin in May 2018 with occupancy in October 2019.

The County received six bids on April 24, 2018, in response to ITB #18-1609-3JCK and Addenda Numbers 1, 2, 3, and 4 as follows:

<b><u>Bidder</u></b>	<b><u>Bid Amount</u></b>
Loughridge & Company, LLC Richmond, VA	\$20,177,500
Gulf Seaboard General Contractors, Inc. Ashland, VA	\$21,249,300
Ritchie-Curbow Construction Company, Inc. Newport News, VA	\$21,422,350
Southwood Builders Ashland, VA	\$21,601,500
Virtexco Corporation Norfolk, VA	\$21,691,900
Kenbridge Construction Company, Inc. Kenbridge, VA	\$23,300,000

As permitted by state law, Loughridge & Company, LLC withdrew its bid because of a clerical error. Therefore, Gulf Seaboard General Contractors, Inc., is the lowest responsive and responsible bidder.

The Board paper also authorizes the County Manager, or the Purchasing Director as his designee, to execute change orders not to exceed 15% of the original contract amount. Funding to support the contract is available within the project budget.

The Director of General Services, Director of Libraries, and the Purchasing Director recommend approval of the Board paper, and the County Manager concurs.

**RESOLUTION - To Accept 2018 Virginia H.E.A.T. Program Award.**

This Board paper accepts a \$1,458.88 grant from the Virginia Help Eliminate Auto Theft (H.E.A.T.) Program. The Police Division will use this grant, which requires no local match, to send two auto theft detectives to the Southeast Regional International Association of Auto Theft Investigators (I.A.A.T.I.) Training Seminar in June 2018 in Norfolk, Virginia.

**RESOLUTION - Outdoor Special Events in Dorey Park.**

This Board paper authorizes the Division of Recreation and Parks to develop rules for the service and consumption of beer and wine within reserved outdoor areas of Dorey Park during outdoor special events held by nonprofit corporations or associations that provide services to County residents. This would create a limited exception to the policy prohibiting the use of alcohol in all County recreational facilities and parks adopted by the Board on September 24, 2013.

To serve beer or wine within a reserved outdoor area of Dorey Park, a nonprofit corporation or association holding a special event at Dorey Park would need to obtain a valid banquet license from the Virginia Alcoholic Beverage Control Board and comply with all applicable rules promulgated by the Division of Recreation and Parks. The resolution will become effective on January 1, 2019.

The Director of Recreation & Parks and the Purchasing Director recommend approval of this Board paper, and the County Manager concurs.

**RESOLUTION - Award of Contract - Engineering Services - Horsepen Branch Trunk Sewer - Brookland District.**

This Board paper would award a professional engineering services contract for \$993,547 to Draper Aden Associates to provide engineering design and construction administration services for installation of approximately 7,000 linear feet of 42-inch sanitary sewer main generally parallel to an existing 42-inch trunk sewer along Horsepen Branch between Broad Street and Staples Mill Road.

Ten proposals were received in response to RFP No. 17-1512-9JCK. After review and evaluation of the proposals, the selection committee interviewed the following firms:

Draper Aden Associates  
Whitman, Requardt and Associates, LLP  
Dewberry Engineers, Inc.

Based on the written proposals and interviews, the selection committee chose Draper Aden Associates as the top-ranked firm and negotiated a fixed price contract.

The Board paper authorizes the County Manager, or the Purchasing Director as his designee, to execute the contract in a form approved by the County Attorney and amendments not to exceed 15% of the contract amount.

Funding will be provided by the Water and Sewer Revenue Fund. The Director of Public Utilities and the Purchasing Director recommend approval of this Board paper, and the County Manager concurs.

**RESOLUTION - Award of Contract - West Wistar Area (SH-15 Part 2, Phase 1) Sewer Rehabilitation - Tuckahoe District.**

This Board paper would award a construction contract for \$1,628,562 to C. T. Purcell Excavating, Inc. for the West Wistar Area (SH-15 Part 2, Phase 1) Sewer Rehabilitation project. This project will rehabilitate and replace approximately 1.5 miles of 8, 12, and 16-inch diameter sanitary sewer pipe located in West Wistar and Whispering Pines subdivisions in the area approximately bounded by Wistar Street (north), West Broad Street (east), Sunnybrook Road and Capehart Road (south), and Biscayne Road (west).

The work is expected to begin in July 2018 and to be completed by June 2019.

Seven bids were received on March 27, 2018, in response to Invitation to Bid No. 18-1579-2CLE and Addendum No. 1:

<b><u>Bidders</u></b>	<b><u>Bid Amount</u></b>
C. T. Purcell Excavating, Inc. Montpelier, VA	\$ 1,628,562
Enviroscape, Inc. Sandston, VA	\$ 1,749,500
G. L. Howard, Inc. Rockville, VA	\$ 1,866,500
Henry S. Branscome, LLC Williamsburg, VA	\$ 1,890,249
Tidewater Utility Construction, Inc. Suffolk, VA	\$ 2,054,000
Walter C. Via Enterprises, Inc. West Point, VA	\$ 2,275,710
Lyttle Utilities, Inc. Richmond, VA	\$ 2,327,097

Based upon a review of the bids, C. T. Purcell Excavating, Inc. is the lowest responsive and responsible bidder.

Funding will be provided by the Water and Sewer Revenue Fund.

The Board paper awards the contract to C. T. Purcell Excavating, Inc. and grants signatory authority to the County Manager to execute the contract in a form approved by the County Attorney. The County Manager, or the Purchasing Director as his designee, is authorized to execute change orders within the scope of the project budget not to exceed 15% of the original contract amount.

The Director of Public Utilities and the Purchasing Director recommend approval of the Board paper, and the County Manager concurs.

**RESOLUTION - Directing the County Manager to Work with the School Superintendent to Appoint a Committee of General Government and Education Employees to Examine and Develop a Multi-Year Plan to Address Possible Salary Compression Amongst all Henrico County Employees.**

This Board paper directs the County Manager to work with the School Superintendent to appoint a committee of General Government and Education employees to examine and develop a multi-year plan to address possible salary compression amongst all Henrico County employees. Summary findings and a recommendation from this joint committee will be provided to both the Board of Supervisors and the Henrico County School Board by December 1, 2018, to allow appropriate time to incorporate them into the FY2019-20 Annual Fiscal Plan.