



## COUNTY of FREDERICK

**Jay E. Tibbs**

Deputy County Administrator

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**TO:** Code and Ordinance Committee

**FROM:** Jay E. Tibbs, Deputy County Administrator for Human Services

**DATE:** June 24, 2016

**RE:** Code & Ordinance Committee Meeting Agenda

There will be a meeting of the Code and Ordinance Committee on **Friday, July 1, 2016 beginning at 9:00 a.m., First Floor Conference Room, County Administration Building, 107 North Kent Street.** The following items will be discussed:

1. Review of the Committee Charter. **(See Attached.)**
2. Proposed Amendment to the Frederick County Code, Chapter 158, Vehicles and Traffic, Article V, School Buses; Section 158-19, Passing Stopped School Buses; Penalty; Prima Facie Evidence; to Modify this Section to Authorize the Use of a Video-Monitoring System to Record and Enforce Violations of Code of Virginia §46.2-859, Passing a Stopped School Bus. **(See Attached.)**
3. Proposed Amendment to the Frederick County Code, Chapter 19, Personnel Policies, Section 19-1 Employee Recognition Program; to Amend this Section to Authorize the Payment of Monetary Bonuses to Officers and Employees. **(See Attached.)**
4. Such other business as may come before the Committee.

Should you have any questions or if you are unable to attend the meeting, please do not hesitate to contact me.

Attachments

# **Frederick County Board of Supervisor's Code and Ordinance Committee Charter**

## **I. Organization**

There shall be a committee of the Board of Supervisors ("Board") of Frederick County, Virginia ("County") known as the Code and Ordinance Committee ("Committee"). The Committee shall be comprised of three (3) members of the Board of Supervisors who will be appointed by the Chairman of the Board, with one appointed as Chair, and three (3) citizen members as appointed by the Chairman of the Board. This Charter shall govern the Committee with regard to its duties and responsibilities.

## **II. Purpose**

The primary function of the Committee is to assist the Board in the review and recommendation of proposed text changes to the Frederick County Code, excluding amendments to the Zoning Ordinance and Subdivision Ordinance. The Committee's primary duties and responsibilities are as follows:

- To review all proposed changes to the Frederick County Code.
- To work with department heads and staff to initiate amendments to the Frederick County Code.

The Committee will primarily fulfill these responsibilities by carrying out the activities enumerated in Section IV of this Charter.

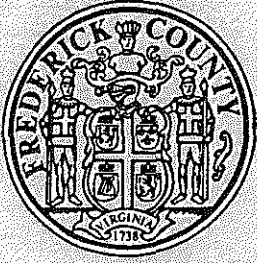
## **III. Meetings**

The Committee shall meet as circumstances dictate. The Chairman of the Board, the Chairman of the Committee, or a majority of the Committee members may call or cancel meetings of the Committee. The Chairman of the Committee shall prepare or approve an agenda in advance of each meeting. Department heads or department representatives offering proposed amendments shall be invited to the meetings. Other management officials and counsel to the Board may be invited as necessary.

## **IV. Responsibilities**

The Committee shall have the following duties and responsibilities:

1. Review and advise the Board of Supervisors with respect to Frederick County Code initiatives and amendments.
2. Prepare minutes of all meetings of the Committee, and report to the Board on the matters discussed at each Committee meeting, as appropriate.
3. Forward all recommendation to the Board of Supervisors for final approval.
4. Review and reassess annually the adequacy of this Charter, and conduct an annual self-assessment of this Committee's performance.
5. Perform any other activities consistent with this Charter, the County's goals, objectives and governing law, as the Committee or the Board deems necessary or appropriate.



## COUNTY of FREDERICK, VIRGINIA

DEPARTMENT OF PUBLIC SAFETY COMMUNICATIONS

1080 Coverstone Drive, Winchester, VA 22602

### MEMORANDUM

LeeAnna Pyles  
Director,  
Public Safety  
Communications

**TO:** Board of Supervisors

**FROM:** LeeAnna Pyles,  
Director Public Safety Communications

**SUBJECT:** Public Safety Committee Meeting.  
Report for June 2, 2016

**DATE:** June 7, 2016

A meeting of the Public Safety Committee was held on Thursday June 2, 2016 at 8:30 a.m. at the Frederick County Public Safety Building, 1080 Coverstone Drive, Winchester, VA. Committee members present were: Committee Chairman Gene Fisher, Gary Lofton, Walter Cunningham, Blaine Dunn, and Helen Lake. Member Chuck Torpy was absent. Also in attendance were Fire & Rescue Association President Dan Cunningham, County Attorney Rod Williams, Fire & Rescue Chief Denny Linaburg, Major Steve Hawkins, Communications Director LeeAnna Pyles, Sheriff Lenny Millholland, Deputy County Administrator for Human Services Jay Tibbs and Assistant Superintendent for Administration Dr. Al Orndorff from Frederick County Public Schools. The following items were discussed:

**\*\*\*Item Not Requiring Action\*\*\***

1. **Discussion of draft ordinance to authorize the use of a video-monitoring system to record and enforce violations of Code of Virginia §46.2-859, Passing a stopped school bus. (See Attached):**

County Attorney Rod Williams, with input from the Frederick County Public Schools, presented a draft ordinance to address the issue of drivers passing stopped school buses when the flashing red stop sign is extended. The ordinance would enable the installation of a video monitoring system that would capture, via video, images of vehicles- coming and going- who do not stop thus warranting a summons and fine. Dr. Orndorff said the schools have run a trial using the vendor Red Flex on 2 buses and in a one month period they had over 200 violations. All video would be sent to Red Flex who would review them to spot possible violators. Red Flex would then forward those videos to the Sheriff's office for further review to determine appropriate action. Dr. Orndorff noted that safety is the number one priority and that once the cameras were

installed there should be a noticeable decrease in violations. Mr. Lofton made a request for Red Flex to provide a more in depth demonstration of the system.

*The Public Safety Committee unanimously recommends the concept of the school bus camera ordinance to the Code & Ordinance Committee. The County Attorney and Frederick County Public Schools will work on a detailed list to address concerns and questions from the Public Safety Committee for implementation of an ordinance.*

### **\*\*\*Discussion Items\*\*\***

#### **2. Fire & Rescue Service Plan:**

Chief Linaburg provided an update on the Fire & Rescue Department's Service Plan. The plan, which is an all-encompassing comprehensive document which outlines all levels of service, apparatus, staffing, volunteer system, etc. showing how it all works as a cohesive department, was distributed to the Committee last year. Chief Linaburg advised that County Administrator Brenda Garton is assembling a Steering Committee to review the service plan more in depth and provide feedback and comments. Chairman Fisher requested Chief Linaburg keep the Committee apprised of the progress.

Mr. Walt Cunningham expressed his concern with the long downtimes at the hospital which affects the availability of companies in their respective first due area. Chief Linaburg is aware of this issue and has been working on it in conjunction with additional staffing needs.

#### **3. Other Business:**

Chairman Fisher asked the 3 Public Safety department heads to update the Committee on current staffing levels and vacancies within their departments. Chief Linaburg stated the Fire & Rescue Department is short 3 EMTs, but there are 3 offers currently on the table for consideration. In addition, 10 new positions were allocated in the FY17 budget. Communications Director Pyles advised she has 2 openings in the center with interviews pending in July. She also has a shift supervisor position available. Sheriff Millholland noted he has 6 new deputies going to the academy in July.

#### **4. Meeting Date**

Chairman Fisher has requested that the Public Safety Committee start meeting on a bi-monthly basis. He requested Mr. Tibbs check available dates to hold regular future meetings.

**Next Meeting: Date to be set for August**

**Adjourn:**

The meeting was adjourned at 9:40 a.m.

Respectfully submitted,

**Public Safety Committee**

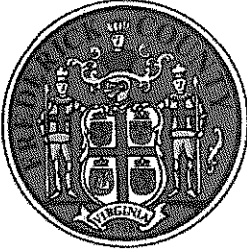
Gene Fisher  
Brenda Garton  
Sheriff Lenny Millholland  
Denny Linaburg

Gary Lofton  
Ann B. Lloyd  
Rod Williams  
Dan Cunningham

Chuck Torpy  
Walt Cunningham  
Blaine Dunn  
Helen Lake

By   
LeeAnna Pyles, Director Public Safety Communications

LP/sds



COUNTY OF FREDERICK

**Roderick B. Williams**  
County Attorney

540/722-8383  
Fax 540/667-0370  
E-mail:  
rwillia@fcva.us

### MEMORANDUM

TO: Public Safety Committee

FROM: Roderick B. Williams  
County Attorney

DATE: May 20, 2016

RE: Draft Ordinance to authorize the use of a video-monitoring system to record and enforce violations of Code of Virginia § 46.2-859, Passing a stopped school bus

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Frederick County Public Schools has identified an issue pertaining to vehicles passing stopped school buses. FCPS has asked for an ordinance that would authorize the implementation of a video-monitoring system to record and enforce violations of Code of Virginia § 46.2-859. The system would operate in a manner similar to those used for photo enforcement of red traffic signals: the system would generate a violation notice to be mailed to the owner of the vehicle. For your consideration please find attached a draft ordinance.

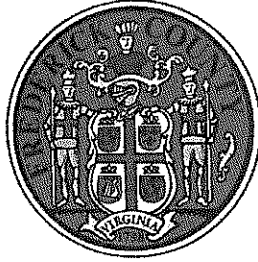
By way of background, FCPS previously identified safety concerns in favor of the enactment of this ordinance, but the Attorney General of Virginia, in an official Opinion to Albemarle County, found that the state enabling legislation for school bus cameras did not contain the same language as that for red light cameras and, as a result, violation notices could not be mailed, but would have to be personally served. This effectively rendered the school bus cameras of limited utility. In the 2016 General Assembly session, legislation passed to correct the problem (one of the patrons of the legislation was Delegate LaRock, who patroned the legislation at the County's request). Copies of the legislation are attached (the two items – Chapter 637 (S 120) and Chapter 700 (H 168) – are identical).

Key points of the draft ordinance include:

- The school division may install and operate a video-monitoring system on any school bus operated by the division for the purpose of recording violations of Code of Virginia § 46.2-859. The school division may contract with a private vendor to install and operate such video-monitoring systems on behalf of the school division.

- Any violation of Code of Virginia, § 46.2-859 identified through a video-monitoring system, shall subject the operator of the vehicle to a \$250.00 civil penalty, pursuant to the authority granted in the Code of Virginia § 46.2-844(A).
- Upon occurrence of a violation, a summons may be mailed to the registered owner of the vehicle. The summons must inform the owner of his right to rebut the presumption that he was the operator at the time of the violation by submitting an affidavit to such effect. The owner may elect to accept the violation by paying the penalty.
- In the event that the owner does not respond to the mailed summons, the ordinance, pursuant to the enabling legislation, requires that the owner then receive personal service of the summons.

#### Attachments



**ORDINANCE**  
**\_\_\_ \_\_, 2016**

The Board of Supervisors of Frederick County, Virginia hereby ordains that, effective July 1, 2016, Article V (School Buses) of Chapter 158 (Vehicles and Traffic) of the Code of Frederick County, Virginia be, and the same hereby is, enacted, as follows:

**CHAPTER 158 VEHICLES AND TRAFFIC**

**Article V School Buses**

**§ 158-19 Passing stopped school buses; penalty; prima facie evidence.**

- A. Pursuant to the authority and provisions of § 46.2-844 of the Code of Virginia, 1950, as amended, the Frederick County school division is hereby authorized to install and operate a video-monitoring system in or on school buses operated by the school division or may contract with a private vendor to do so on behalf of the school division for the purpose of recording violations of subsection A of § 46.2-844 of the Code of Virginia, which provision of the Code of Virginia has been duly incorporated by reference in § 158-1 of this Code.
- B. The driver of any motor vehicle who violates subsection A of § 46.2-844 of the Code of Virginia is subject to a civil penalty of \$250.00, which penalty, when collected, shall be paid to the Treasurer of Frederick County.
- C. A summons, to appear in the General District Court, for a violation of subsection A of § 46.2-844 of the Code of Virginia may be executed as provided in § 19.2-76.2 of the Code of Virginia and, notwithstanding the provisions of § 19.2-76 of the Code of Virginia, the summons may be executed by mailing by first-class mail a copy thereof to the address of the owner of the vehicle contained in the records of the Department of Motor Vehicles. Every such mailing shall include, in addition to the summons, a notice of (i) the summoned person's ability to rebut the presumption that he was the operator of the vehicle at the time of the alleged violation through the filing of an affidavit as provided in subsection A of § 46.2-844 of the Code of Virginia and (ii) instructions for filing such an affidavit,



including the address to which the affidavit is to be sent. If the summoned person fails to appear on the date of return set out in the summons mailed pursuant to this section, the summons shall be executed in the manner set out in § 19.2-76.3 of the Code of Virginia. No proceedings for contempt or arrest of a person summoned by mailing shall be instituted for failure to appear on the return date of the summons. Any summons executed for violation of this section shall provide to the person summoned at least 30 business days from the mailing of the summons to inspect information collected by a video-monitoring system in connection with the violation.

D. The term "video-monitoring system" shall have the meaning given it in subsection B of § 46.2-844 of the Code of Virginia.

Enacted this \_\_\_ day of \_\_\_, 2016.

Charles S. DeHaven, Jr.,  
Chairman

\_\_\_\_\_

Gary A. Lofton

\_\_\_\_\_

Robert A. Hess

\_\_\_\_\_

Robert W. Wells

\_\_\_\_\_

Blaine P. Dunn

\_\_\_\_\_

Gene E. Fisher

\_\_\_\_\_

Judith McCann-Slaughter

\_\_\_\_\_

A COPY ATTEST

\_\_\_\_\_  
Brenda G. Garton  
Frederick County Administrator

# VIRGINIA ACTS OF ASSEMBLY -- 2016 SESSION

## CHAPTER 637

*An Act to amend and reenact § 46.2-844 of the Code of Virginia, relating to passing stopped school buses; mailing of summons; rebutting presumption.*

[S 120]

Approved April 1, 2016

**Be it enacted by the General Assembly of Virginia:**

**1. That § 46.2-844 of the Code of Virginia is amended and reenacted as follows:**

**§ 46.2-844. Passing stopped school buses; penalty; prima facie evidence.**

A. The driver of a motor vehicle approaching from any direction a clearly marked school bus ~~which~~ *that* is stopped on any highway, private road, or school driveway for the purpose of taking on or discharging children, the elderly, or mentally or physically handicapped persons, who, in violation of § 46.2-859, fails to stop and remain stopped until all such persons are clear of the highway, private road, or school driveway; is subject to a civil penalty of \$250, and any prosecution shall be instituted and conducted in the same manner as prosecutions for traffic infractions.

A prosecution or proceeding under § 46.2-859 is a bar to a prosecution or proceeding under this section for the same act, and a prosecution or proceeding under this section is a bar to a prosecution or proceeding under § 46.2-859 for the same act.

In any prosecution for which a summons charging a violation of this section was issued within ~~ten~~ *10* days of the alleged violation, proof that the motor vehicle described in the summons was operated in violation of this section, together with proof that the defendant was at the time of such violation the registered owner of the vehicle, as required by Chapter 6 (§ 46.2-600 et seq.) ~~of this title~~ shall give rise to a rebuttable presumption that the registered owner of the vehicle was the person who operated the vehicle at the place where, and for the time during which, the violation occurred. *Such presumption shall be rebutted if (i) the owner of the vehicle files an affidavit by regular mail with the clerk of the general district court that he was not the operator of the vehicle at the time of the alleged violation, (ii) the owner testifies in open court under oath that he was not the operator of the vehicle at the time of the alleged violation, or (iii) a certified copy of a police report showing that the vehicle had been reported to the police as stolen prior to the time of the alleged violation of this section is presented prior to the return date established on the summons issued pursuant to this section to the court adjudicating the alleged violation. Nothing herein shall limit the admission of otherwise admissible evidence.*

The testimony of the school bus driver, the supervisor of school buses, or a law-enforcement officer that the vehicle was yellow, conspicuously marked as a school bus, and equipped with warning devices as prescribed in § 46.2-1090 is prima facie evidence that the vehicle is a school bus.

B. A locality may, by ordinance, authorize the school division of the locality to install and operate a video-monitoring system in or on the school buses operated by the division or to contract with a private vendor to do so on behalf of the school division for the purpose of recording violations of subsection A. Such ordinance may direct that any civil penalty levied for a violation of subsection A shall be payable to the local school division. *In any locality that has adopted such an ordinance, a summons for a violation of subsection A may be executed as provided in § 19.2-76.2 and, notwithstanding the provisions of § 19.2-76, the summons may be executed by mailing by first-class mail a copy thereof to the address of the owner of the vehicle contained in the records of the Department. Every such mailing shall include, in addition to the summons, a notice of (i) the summoned person's ability to rebut the presumption that he was the operator of the vehicle at the time of the alleged violation through the filing of an affidavit as provided in subsection A and (ii) instructions for filing such an affidavit, including the address to which the affidavit is to be sent. If the summoned person fails to appear on the date of return set out in the summons mailed pursuant to this section, the summons shall be executed in the manner set out in § 19.2-76.3. No proceedings for contempt or arrest of a person summoned by mailing shall be instituted for failure to appear on the return date of the summons. Any summons executed for violation of this section shall provide to the person summoned at least 30 business days from the mailing of the summons to inspect information collected by a video-monitoring system in connection with the violation.*

For purposes of this subsection, "video-monitoring system" means a system with one or more camera sensors and computers installed and operated on a school bus that produces live digital and recorded video of motor vehicles being operated in violation of § 46.2-859. All such systems installed shall, at a minimum, produce a recorded image of the license plate and shall record the activation status of at least one warning device as prescribed in § 46.2-1090 and the time, date, and location of the vehicle when the image is recorded.

# VIRGINIA ACTS OF ASSEMBLY -- 2016 SESSION

## CHAPTER 700

*An Act to amend and reenact § 46.2-844 of the Code of Virginia, relating to passing stopped school buses; mailing of summons; rebutting presumption.*

[H 168]

Approved April 6, 2016

**Be it enacted by the General Assembly of Virginia:**

**1. That § 46.2-844 of the Code of Virginia is amended and reenacted as follows:**

**§ 46.2-844. Passing stopped school buses; penalty; prima facie evidence.**

A. The driver of a motor vehicle approaching from any direction a clearly marked school bus ~~which~~ *that* is stopped on any highway, private road, or school driveway for the purpose of taking on or discharging children, the elderly, or mentally or physically handicapped persons, who, in violation of § 46.2-859, fails to stop and remain stopped until all such persons are clear of the highway, private road, or school driveway; is subject to a civil penalty of \$250, and any prosecution shall be instituted and conducted in the same manner as prosecutions for traffic infractions.

A prosecution or proceeding under § 46.2-859 is a bar to a prosecution or proceeding under this section for the same act, and a prosecution or proceeding under this section is a bar to a prosecution or proceeding under § 46.2-859 for the same act.

In any prosecution for which a summons charging a violation of this section was issued within ~~ten~~ *10* days of the alleged violation, proof that the motor vehicle described in the summons was operated in violation of this section, together with proof that the defendant was at the time of such violation the registered owner of the vehicle, as required by Chapter 6 (§ 46.2-600 et seq.) ~~of this title~~ shall give rise to a rebuttable presumption that the registered owner of the vehicle was the person who operated the vehicle at the place where, and for the time during which, the violation occurred. *Such presumption shall be rebutted if (i) the owner of the vehicle files an affidavit by regular mail with the clerk of the general district court that he was not the operator of the vehicle at the time of the alleged violation, (ii) the owner testifies in open court under oath that he was not the operator of the vehicle at the time of the alleged violation, or (iii) a certified copy of a police report showing that the vehicle had been reported to the police as stolen prior to the time of the alleged violation of this section is presented prior to the return date established on the summons issued pursuant to this section to the court adjudicating the alleged violation. Nothing herein shall limit the admission of otherwise admissible evidence.*

The testimony of the school bus driver, the supervisor of school buses, or a law-enforcement officer that the vehicle was yellow, conspicuously marked as a school bus, and equipped with warning devices as prescribed in § 46.2-1090 is prima facie evidence that the vehicle is a school bus.

B. A locality may, by ordinance, authorize the school division of the locality to install and operate a video-monitoring system in or on the school buses operated by the division or to contract with a private vendor to do so on behalf of the school division for the purpose of recording violations of subsection A. Such ordinance may direct that any civil penalty levied for a violation of subsection A shall be payable to the local school division. *In any locality that has adopted such an ordinance, a summons for a violation of subsection A may be executed as provided in § 19.2-76.2 and, notwithstanding the provisions of § 19.2-76, the summons may be executed by mailing by first-class mail a copy thereof to the address of the owner of the vehicle contained in the records of the Department. Every such mailing shall include, in addition to the summons, a notice of (i) the summoned person's ability to rebut the presumption that he was the operator of the vehicle at the time of the alleged violation through the filing of an affidavit as provided in subsection A and (ii) instructions for filing such an affidavit, including the address to which the affidavit is to be sent. If the summoned person fails to appear on the date of return set out in the summons mailed pursuant to this section, the summons shall be executed in the manner set out in § 19.2-76.3. No proceedings for contempt or arrest of a person summoned by mailing shall be instituted for failure to appear on the return date of the summons. Any summons executed for violation of this section shall provide to the person summoned at least 30 business days from the mailing of the summons to inspect information collected by a video-monitoring system in connection with the violation.*

For purposes of this subsection, "video-monitoring system" means a system with one or more camera sensors and computers installed and operated on a school bus that produces live digital and recorded video of motor vehicles being operated in violation of § 46.2-859. All such systems installed shall, at a minimum, produce a recorded image of the license plate and shall record the activation status of at least one warning device as prescribed in § 46.2-1090 and the time, date, and location of the vehicle when the image is recorded.



## County of Frederick

**Becky A. Merriner**  
Director of Human Resources

(540) 665-5668  
Fax: (540) 665-5669  
bmerriner@fcva.us

To: Board of Supervisors  
From: Becky A. Merriner, HR Director  
Date: June 6, 2016  
Subject: Human Resources Committee Report

The HR Committee met in the First Floor Conference Room at 107 North Kent Street at 8:00 a.m. on Friday, May 13, 2016. HR Committee members present were: Supervisors Robert Hess, Chairman, Robert Wells, Blaine Dunn and citizen members Beth Lewin, and Dorrie Greene; Citizen Member Don Butler was absent. Others present were: Brenda Garton, County Administrator; Kris Tierney, Asst County Administrator; Lynsey Orndorff, HR Generalist; Delsie Jobe, Administrative Services Manager, DSS; Billy Orndoff, Treasurer; Cheryl Shiffler, Finance Director; Lenny Millholland, Sheriff; Rod Williams, County Attorney; and Denny Linaburg, Fire Chief.

### \*\*\*Items Requiring Board Action\*\*\*

1. Employee Compensation & Performance Philosophy; see attachment.

The Committee reviewed the attached employee compensation and performance philosophy to set a standard to attract, motivate, and retain quality employees who support Frederick County's mission.

Upon a motion by Beth Lewin, seconded by Blaine Dunn, the Committee recommended approval of this request. The motion was approved unanimously.

### \*\*\*Items Not Requiring Action\*\*\*

1. Reorganization of the County Administrator's Office; see attachment.

2. Bonus Ordinance; see attachment.

The Committee reviewed request from the County Attorney for an Employee Recognition program pursuant to Virginia Code, § 15.2-1508.

Upon a motion by Beth Lewin, seconded by Blaine Dunn, the Committee recommended approval of this request from the Board with referral to Code & Ordinance. The motion was approved unanimously.

There being no further business, the meeting was adjourned. The next HR Committee meeting is scheduled for Friday, June 17, 2016 at 8:00 a.m.

Respectfully submitted,

### Human Resources Committee

Robert A. Hess, Chairman  
Robert W. Wells  
Blaine P. Dunn  
Don Butler  
Beth Lewin  
Dorrie Greene

By:   
Becky A. Merriner  
HR Director



COUNTY OF FREDERICK

**Roderick B. Williams**  
County Attorney

540/722-8383  
Fax 540/667-0370  
E-mail:  
rwillia@fcva.us

**MEMORANDUM**

TO: Human Resources Committee

FROM: Roderick B. Williams  
County Attorney

DATE: May 9, 2015

RE: Frederick County Code, Chapter 19 (Personnel Policies), Section 19-1 Employee recognition program

From time to time, the County may find it appropriate, in advancing its interests as an employer, to make certain bonus payments to its employees, for recruitment, retention, and/or recognition purposes. Virginia Code, §15.2-1508 (copy attached) requires an ordinance that authorizes the payment of monetary bonuses to officers and employees. The County Code currently does not contain an authorization provision for monetary bonuses. Attached please find a draft proposed ordinance that would provide such authorization.

Attachments

Code of Virginia

Title 15.2. Counties, Cities and Towns

Chapter 15. Local Government Personnel, Qualification for Office, Bonds, Dual Office Holding and Certain Local Government Officers

## § 15.2-1508. Bonuses for employees of local governments

Notwithstanding any contrary provision of law, general or special, the governing body of any locality may provide for payment of monetary bonuses to its officers and employees. The payment of a bonus shall be authorized by ordinance.

1985, c. 142, § 15.1-7.4; 1997, c. 587; 2003, c. 204.



**ORDINANCE**  
\_\_\_\_\_, 2016

The Board of Supervisors of Frederick County, Virginia hereby ordains that Section 19-1 (Employee recognition program) of Chapter 19 (Personnel Policies) of the Code of Frederick County, Virginia be, and the same hereby is, enacted, as follows:

**CHAPTER 19 PERSONNEL POLICIES**

**§ 19-1 Employee recognition program.**

The Board of Supervisors may authorize payment of monetary bonuses to county officers and the County Administrator may authorize payment of monetary bonuses to county employees, as part of an employee recruitment, retention, and/or recognition program, pursuant to the County's Human Resources Policies and provided that appropriated funds are available.

Enacted this \_\_\_ day of \_\_\_, 2016.

Charles S. DeHaven, Jr.,  
Chairman

\_\_\_\_\_

Gary A. Lofton

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Robert A. Hess

\_\_\_\_\_

Robert W. Wells

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Blaine P. Dunn

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Gene E. Fisher

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Judith McCann-Slaughter

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A COPY ATTEST

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Brenda G. Garton  
Frederick County Administrator