

VIRGINIA: At a regular meeting of the Board of Supervisors for Hanover County held in the Boardroom of the Hanover County Administration Building on the 14th day of April 2004, at 6:00 p.m. Present:

- Mr. John E. Gordon, Jr., Chairman
- Mr. Jackson T. Ward, Vice Chairman
- Mr. Timothy E. Ernst
- Mr. Charles D. McGhee
- Mr. Robert R. Setliff
- Mr. Aubrey M. Stanley
- Mr. Elton J. Wade, Sr.
- Mr. Richard R. Johnson, County Administrator
- Mr. Sterling E. Rives, III, County Attorney

**RESOLUTION - COUNTYWIDE FY 05 INITIATIVES**

The County has long prided itself on formulating and adopting policies, objectives and strategic plans to guide the conduct of future operations of the County. The Vision, Mission and Value Statements, together with the annual budget objectives, have provided a pathway from which this budget could best be formulated for an efficient and effective service delivery system. The initiatives are adopted in conjunction with the budget process to ensure the alignment of resources is best positioned to achieve these initiatives. The following initiatives are proposed (not in any priority order):

Finalize <b>Bond Referendum Plan</b>	Plans for various alternatives have been analyzed and the County Administrator is recommending that a referendum be on the ballot in November 2005.
Refine the Use of <b>Performance Measures</b>	Continued evolution of the pilot program identified in FY04 Initiatives (Workplace Productivity). Upon completion of the pilot program and proper evaluation, the program should be expanded to other County departments in the future.
Develop <b>Emergency Action Plan</b>	Several departments are working on plans to effectively evacuate employees in the event of an emergency. This effort includes training and the development of plans.
Pursue Regionally Compatible <b>Digital Radio System</b>	A radio system upgrade or replacement is the #1 non-schools priority in the proposed 2005 bond referendum.
Update <b>County Code</b>	The continuation of the FY04 Initiative in updating the County Code.
Review <b>Benchmark Process</b> or Other Alternatives	Through a variety of approaches, including, but not limited to, benchmarking (not funded in five-year plan), career ladders and salary scale adjustments, all are being considered as part of an overall compensation and benefits strategy.
Enhance <b>Public Access</b>	The FY05 initiative within this category is an interactive voice response (IVR) system for the Building Inspections Office, proposed for funding in this budget. This IVR system will enable citizens to schedule inspections and other Building Inspection services 24 hours a day. Cable TV and WEB video-streaming technology represent future enhancements and are funded in the Five-Year Plan.

These initiatives were reviewed with the Board on March 17, 2004 to garner any modifications that may have been necessary. Adoption by the Board will position the workforce to pursue the initiatives during the fiscal year.

On motion of Mr. Ward, seconded by Mr. McGhee, the members of the Hanover County Board of Supervisors voted to approve this resolution as follows:

- |                     |       |
|---------------------|-------|
|                     | Vote: |
| John E. Gordon, Jr. | Aye   |
| Jackson T. Ward     | Aye   |
| Timothy E. Ernst    | Aye   |
| Charles D. McGhee   | Aye   |
| Robert R. Setliff   | Aye   |
| Aubrey M. Stanley   | Aye   |
| Elton J. Wade, Sr.  | Aye   |

Date: \_\_\_\_\_

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Richard R. Johnson, Clerk  
Hanover County Board of Supervisors