

7. COMMITTEE REPORTS

A. GENERAL ENGINEERING SERVICES

Supervisor(s) Edwards and Updike have collaborated with Ash Cutchin, Jimmy Lee, Hunter Darden and Jack Randall to review/evaluate twelve engineering proposals and conduct interviews with five prospective firms for general engineering services.

Based on the evaluation criteria contained in the RFP, it is the consensus of the committee for the county to enter into contract for general engineering services with each the following:

- a. Jeff Robinson & Associates, LLPC (Emporia);
- b. Bowman Consulting Group, Ltd. (Williamsburg); and
- c. Retaw Engineering (Midlothian).

Entering into contract for general engineering services does not obligate the county to issue specific task orders or spend any money. As projects materialize, a task order may be negotiated with the firm whose experience and qualifications are best suited to the work at a price that is considered fair and reasonable. The contracts will be for one year, renewable for up to four additional one-year terms.

MOTION REQUIRED:

If the Board is so inclined, a motion is required authorizing the County Administrator to enter into contract with each of the firms listed above.

B. SHARED SERVICES/CONTINUOUS IMPROVEMENT (452)

Supervisors West and Porter have been active, meeting bi-weekly with county staff to discuss opportunities for continuous improvement. They've also met with representatives from Southampton County Schools and the City of Franklin to begin exploring opportunities for shared services.

They've worked to develop a voluntary early retirement incentive program which is currently under consideration by a small group of employees who are eligible for retirement under VRS guidelines.



**SOUTHAMPTON COUNTY
VOLUNTARY EARLY RETIREMENT INCENTIVE OFFER (VERIO)
PROGRAM GUIDELINES**

A. Eligibility

1. The Southampton County VERIO will be made available to all regular full-time employees who are covered under the Personnel Management Plan of the Board of Supervisors, subject to the following eligibility criteria:
 - a. Employees must be eligible for early or full retirement under the provisions of VRS (at least age 50 with 10 years of service, or age 65 with 5 years of service).
 - b. Have been employed by Southampton County for at least 10 years prior to retirement.
2. Employees retiring under the disability provisions of VRS and/or Social Security shall not be eligible for the VERIO.

B. Benefits

VERIO benefits shall be paid as a lump-sum stipend equivalent to 1.25 weeks of pay for every full year of service with the County.

Employees accepting the VERIO shall remain entitled to compensation for all accrued annual and sick leave and any accrued compensatory time in accordance with the Southampton County Personnel Management Plan and the Fair Labor Standards Act.

C. Acceptance

Signed and witnessed acceptance of the VERIO must be received by the County Administrator prior to October 1, 2012. This offer becomes null and void at 12:00 a.m., October 1, 2012.

D. Retirement Date

Employees accepting the VERIO agree to retire from service prior to December 1, 2012, subject to approval by the County Administrator. The retirement date may be extended by the County Administrator in order to avoid disruption of essential functions of any department.