

COMPENSATION BOARD MEETING MINUTES #26/05

November 25, 2025

307-26-05: SHERIFFS & REGIONAL JAILS

NEW BUSINESS:

CONSENT DOCKET

<u>LOCALITY</u>	<u>OFFICER</u>	<u>REQUEST</u>	<u>TOTAL COST</u>	<u>COMPENSATION BOARD ACTION</u>
VARIOUS	SHERIFFS/ SUPERINTENDENTS	November 24, 2025 - Officers request to transfer accumulated Vacancy Savings to Temporary/Office Expense fund categories.	\$0.00	Approved per the Compensation Board's FY26 Budget Priorities and Policies. This is a one-time transfer, not in the base budget.

FIPS	Office Code	Locality Name	Request Date	From Category	To Category	Amount Available	Amount Requested
041	307	Chesterfield County	11/13/2025	Vacancy Savings	Office Expense	\$37,595.48	\$37,595.48
073	307	Gloucester County	11/14/2025	Vacancy Savings	Temporary	\$14,304.00	\$14,304.00
165	307	Rockingham County	11/10/2025	Vacancy Savings	Office Expense	\$120,000.00	\$60,000.00
165	307	Rockingham County	11/10/2025	Vacancy Savings	Temporary	\$0.00	\$60,000.00
175	307	Southampton County	11/7/2025	Vacancy Savings	Temporary	\$159,075.00	\$85,000.00
175	307	Southampton County	11/7/2025	Vacancy Savings	Office Expense	\$0.00	\$74,075.00
405	307	Albemarle-Charlottesville Regional Jail	11/12/2025	Vacancy Savings	Temporary	\$95,404.40	\$95,404.40
425	307	Central VA Regional Jail	11/13/2025	Vacancy Savings	Temporary	\$58,260.23	\$12,765.42
425	307	Central VA Regional Jail	11/13/2025	Vacancy Savings	Office Expense	\$0.00	\$45,494.81
430	307	Piedmont Regional Jail	11/6/2025	Vacancy Savings	Office Expense	\$141,316.76	\$141,316.76
435	307	PR WM Manassas Regional Jail	11/12/2025	Vacancy Savings	Office Expense	\$57,272.71	\$57,272.71
445	307	Rockbridge Regional Jail	11/6/2025	Vacancy Savings	Office Expense	\$20,573.71	\$20,573.71
455	307	Western Tidewater Regional Jail	11/12/2025	Vacancy Savings	Office Expense	\$170,219.05	\$170,219.05
460	307	Pamunkey Regional Jail	11/12/2025	Vacancy Savings	Temporary	\$57,880.73	\$57,880.73
465	307	Riverside Regional Jail	11/10/2025	Vacancy Savings	Office Expense	\$581,950.49	\$581,950.49
470	307	Virginia Peninsula Regional Jail	11/7/2025	Vacancy Savings	Office Expense	\$145,428.84	\$145,428.84
480	307	New River Valley Regional Jail	11/5/2025	Vacancy Savings	Temporary	\$470,361.17	\$150,140.85
480	307	New River Valley Regional Jail	11/5/2025	Vacancy Savings	Office Expense	\$0.00	\$320,220.32
485	307	Blue Ridge Regional Jail	11/6/2025	Vacancy Savings	Temporary	\$396,784.11	\$40,000.00
485	307	Blue Ridge Regional Jail	11/6/2025	Vacancy Savings	Office Expense	\$0.00	\$356,784.11
491	307	Southside Regional Jail	11/13/2025	Vacancy Savings	Office Expense	\$62,382.42	\$62,382.42
492	307	Southwest VA Regional Jail	11/13/2025	Vacancy Savings	Office Expense	\$312,006.61	\$312,006.61
493	307	Middle River Regional Jail	11/12/2025	Vacancy Savings	Temporary	\$202,959.23	\$169,133.00
493	307	Middle River Regional Jail	11/12/2025	Vacancy Savings	Office Expense	\$0.00	\$33,826.23

FIPS	Office Code	Locality Name	Request Date	From Category	To Category	Amount Available	Amount Requested
494	307	Western Virginia Regional Jail	11/12/2025	Vacancy Savings	Office Expense	\$91,809.37	\$91,809.37
495	307	Meherrin River Regional Jail	11/12/2025	Vacancy Savings	Office Expense	\$380,344.84	\$380,344.84
496	307	RSW Regional Jail	11/12/2025	Vacancy Savings	Office Expense	\$180,601.76	\$180,601.76
550	307	Chesapeake City	11/5/2025	Vacancy Savings	Office Expense	\$19,579.08	\$19,579.08
590	307	Danville City	11/12/2025	Vacancy Savings	Office Expense	\$39,074.46	\$39,074.46
650	307	Hampton City	11/12/2025	Vacancy Savings	Office Expense	\$321,017.23	\$321,017.23
710	307	Norfolk City	11/13/2025	Vacancy Savings	Temporary	\$165,100.11	\$78,839.03
760	307	Richmond City	11/12/2025	Vacancy Savings	Temporary	\$1,595,445.09	\$500,000.00
760	307	Richmond City	11/12/2025	Vacancy Savings	Temporary	\$0.00	\$1,095,445.09
770	307	Roanoke City	11/10/2025	Vacancy Savings	Temporary	\$76,836.00	\$40,000.00
770	307	Roanoke City	11/10/2025	Vacancy Savings	Office Expense	\$0.00	\$36,836.00
810	307	Virginia Beach City	11/13/2025	Vacancy Savings	Temporary	\$200,052.86	\$10,000.00
810	307	Virginia Beach City	11/13/2025	Vacancy Savings	Office Expense	\$0.00	\$190,052.00
Totals						\$6,173,635.74	\$6,049,778.32

772-26-05: COMMONWEALTH'S ATTORNEYS

NEW BUSINESS:

CONSENT DOCKET

<u>LOCALITY</u>	<u>OFFICER</u>	<u>REQUEST</u>	<u>TOTAL COST</u>	<u>COMPENSATION BOARD ACTION</u>
VARIOUS	COMMONWEALTH'S ATTORNEYS	November 24, 2025 - Officers request to transfer accumulated Vacancy Savings to Temporary/Office Expense fund categories.	\$0.00	Approved per the Compensation Board's FY26 Budget Priorities and Policies. This is a one-time transfer, not in the base budget.

FIPS	Office Code	Locality Name	Request Date	From Category	To Category	Amount Available	Amount Requested
153	772	Prince William County	11/13/2025	Vacancy Savings	Temporary	\$45,486.00	\$45,486.00
650	772	Hampton City	11/14/2025	Vacancy Savings	Office Expense	\$64,963.43	\$64,963.43
651	772	Hampton City Drug Prosecutor	11/10/2025	Vacancy Savings	Office Expense	\$16,704.24	\$16,704.24
Totals						\$127,153.67	\$127,153.67

VARIOUS	COMMONWEALTH'S ATTORNEYS	November 24, 2025 - Officers request exceptions to the Substitute Prosecutor expense reimbursement policy, as noted.	\$503.19	Approved as a one-time exception to policy, based upon the specific conditions stated by the officer.
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FIPS	Office	Locality	Prosecutor	Expense Date(s)	Defendant	Expense Cost	Exception Need Reason
185	772	Tazewell County	Dakota Crouse, Buchanan County	2/27/2025	JA Hurley	\$68.60	>60 days
153	772	Prince William County	Derek Davis, Surry County	06/23/25-06/24/25	Katherine McCollam	\$434.59	Meal reimbursement at per diem rates for overnight lodging (meal total \$102.00 for two days)
Total						\$503.19	

773-26-05: CIRCUIT COURT CLERKS

NEW BUSINESS:

<u>LOCALITY</u>	<u>OFFICER</u>	<u>REQUEST</u>	<u>CONSENT DOCKET</u>	<u>TOTAL COST</u>	<u>COMPENSATION BOARD ACTION</u>
CHARLES CITY COUNTY	CIRCUIT COURT CLERK	November 3, 2025 - Officer requests to restore her salary level to the amount identified in Chapter 725, Item 65, of \$102,776, from her current salary of \$90,454. The Clerk has notified Compensation Board staff, and staff has confirmed, that the Clerk's most recent audit report by the Auditor of Public Accounts has determined that previous repeated internal control audit findings have been corrected as of late October 2025. Staff recommends restoration of the salary amount withheld pursuant to Chapter 725, Item 65, paragraph H. to \$102,776 effective November 1, 2025.		\$12,322 (annualized) \$8,214.67 (FY26 prorated)	Approved as requested.
CITY OF STAUNTON	CIRCUIT COURT CLERK	November 3, 2025 - Officer requests, in accordance with §15.2-1606, to reimburse the City of Staunton for defense counsel expenses paid to Rosalie Pemberton Fessier, Timberlake, Smith, Thomas & Mosses, P.C. in the total amount of \$150.00 for legal representation of Staci N. Falls, Circuit Court Clerk, in the civil case of Universal Life Church Monastery Storehouse, et al. v. Staci N. Falls, et al. USDC, WD, Harrisonburg, Case No. 5:25-cv-0047. Officer has provided a letter from the Division of Risk Management stating that the Division would not provide coverage in this civil case.		\$150.00	The Compensation Board approved reimbursement of \$150.00 for expenses incurred in accordance with §15.2- 1606, Code of Virginia, based upon available documentation and court-ordered counsel.
SURRY COUNTY	CIRCUIT COURT CLERK	November 5, 2025 - Officer requests a change to the monthly reimbursement process for Technology Trust Fund disbursements to his office. He states that he has experienced significant difficulties in getting the County to pay invoices to vendors for expenses incurred in his office, and some bills have been paid more than 90 days or more past due. Officer requests that monthly TTF amounts be paid by the Compensation Board to the County Treasurer for disbursement to the Clerk's bank account to enable to the Clerk to pay bills on his own. The Officer notes difficulties with other expenses, but specifically requests this procedure change for Technology Trust Funds. Officer states that when he submits the bills to the locality, they are not being paid prior to the certification of TTF expenditures on the monthly reimbursement request.		\$0.00	The Compensation Board thanks Surry County Circuit Court Clerk Thomas L.S. Mayes for attending to present his concerns and information regarding his request. The Compensation Board did not approve a change to the reimbursement process for Technology Trust Funds or other funds budgeted for the office. However, the Board agreed that staff would heighten communication with County administration regarding requirements for paying expenses incurred and the reimbursement process, and maintain communication with the Clerk and other constitutional officers to ensure compliance by the local government with expense payment obligations.

774-26-05: TREASURERS

NEW BUSINESS:

<u>LOCALITY</u>	<u>OFFICER</u>	<u>REQUEST</u>	<u>CONSENT DOCKET</u>	<u>TOTAL COST</u>	<u>COMPENSATION BOARD ACTION</u>
PORTSMOUTH CITY	TREASURER	<p>November 10, 2025 - Officer requests an exception to pay practice policies limiting demotions to 10% and promotions to 15% in order to move deputies on the Compensation Board budget to position classifications and salaries that more closely align to their roles in the office (local classifications and job descriptions). Officer would like to move the deputy in position 00003 (\$61,959) to 00001 (\$36,681), and the deputy in position 00010 (\$42,443) to position 00003.</p> <p>Officer further states that this will not result in any reductions to the local salaries of these positions. Staff Notes that these changes will result in a net neutral effect to the Officer's Compensation Board Total Approved Budgeted Salaries.</p>		\$0.00	Approved as recommended as an exception to policy, based upon the specific conditions stated by the officer.

771-26-05: COMMISSIONERS OF THE REVENUE

NONE.

OTHER MATTERS

NEW BUSINESS:

	<u>LOCALITY</u>	<u>OFFICER</u>	<u>REQUEST</u>	<u>REGULAR DOCKET</u>	<u>TOTAL COST</u>	<u>COMPENSATION BOARD ACTION</u>
1.	MEETING MINUTES	COMPENSATION BOARD	Staff presents minutes for approval as follows: Docket #26/04.		N/A	Approved.
2.	COMPENSATION BOARD MEETINGS	COMPENSATION BOARD	Confirmation of upcoming Board meetings: Regular monthly meetings are scheduled for Thursday, December 18, 2025 at 1:00 p.m. and Thursday, January 22, 2026 at 11:30 a.m. A special meeting with constitutional officer association leadership to discuss budget and legislative priorities will be held on Tuesday, January 13, 2026 at 2:00 p.m. This meeting will be held virtually.		N/A	Confirmed.
3.	NEW OFFICER TRAINING	COMPENSATION BOARD	The Compensation Board's New Officer Training is scheduled for December 10-12, 2025. The Conference will be held at the Embassy Suites by Hilton Richmond on Emerywood Parkway in Richmond, Virginia. There are 50 new officers currently scheduled to attend.		N/A	Noted.
4.	EXPENDITURE REPORT	COMPENSATION BOARD	Staff presents monthly expenditure report.		N/A	Noted.

OTHER MATTERS

NEW BUSINESS:

	<u>LOCALITY</u>	<u>OFFICER</u>	<u>REQUEST</u>	<u>REGULAR DOCKET</u>	<u>TOTAL COST</u>	<u>COMPENSATION BOARD ACTION</u>
5.	FINES AND FEES REPORT	COMPENSATION BOARD	Staff presents the FY25 Fines and Fees Report.		N/A	Approved.
6.	1.5% BONUS, LATE CERTIFICATION FORM SUBMISSIONS	COMPENSATION BOARD	<p>Staff presents requests for exception from the October 31, 2025 deadline for submission of certification forms by localities that bonuses were paid to constitutional officers and their employees. The following localities/jail are seeking approval for reimbursement of the bonus amounts paid on or before October 31, 2025:</p> <p>Halifax County, Drug Prosecutor Only: \$565.16 Rockbridge Regional Jail: \$31,217.42 City of Williamsburg, Treasurer & Comm of Revenue: \$2,436.66</p>		\$34,219.24	Approved as presented.
7.	FY26 TECHNOLOGY TRUST FUND COLLECTIONS & EXPENDITURES	COMPENSATION BOARD	<p>Collections: FY26 collections for July through October totaled \$2,107,227, an increase of 9.49% compared to the same period of collections in FY25.</p> <p>Expenditures: FY26 year-to-date Clerks' expenditures through 11/14/2024 totaled \$774,079.89 or 9.34% of budgeted Technology Trust Funds.</p> <p>Projections: Based on current collections to date, FY26 TTF total collections would be approximately \$6.29 million, an increase of 11.04% compared to FY25 collections.</p>		N/A	Noted.
8.	EMERGENCY MEDICAL REQUESTS	COMPENSATION BOARD	<p>Staff presents Emergency Medical Requests for reimbursement approval. The Compensation Board total annual appropriation is \$377,010, with the full balance available for current requests.</p> <p>Staff notes that some dates of service are outside of the standard time period for requests for Rappahannock Regional Jail, but the Jail has identified delays caused by the implementation of a new jail management system, and requests consideration for delays in completing these submissions within the typical timeline.</p>		\$20,236.83	The Compensation Board approved the total recommended amount of \$20,236.83, as noted in Compensation Board Action column.

Facility Name	Last Name	Final Sentencing Event	Court Order Transmit Date	Date Inmate Became EMR Eligible	Date(s) of Medical Services	EMR Eligible (based upon 61 Days after Court Transmittal)	Amount Requested	Amount Requested	Compensation Board Action Approved/Not Approved
Rappahannock Reg Jail	Baker	8/27/2024	10/2/2024	12/2/2024	03/26/25	Y	\$269.47	\$269.47	Approved
Rappahannock Reg Jail	Baker	8/27/2024	10/2/2024	12/2/2024	03/06/25	Y	\$8.81	\$8.81	Approved
Rappahannock Reg Jail	Berryman	8/5/2024	8/15/2024	10/15/2024	05/12/25	Y	\$179.90	\$179.90	Approved
Rappahannock Reg Jail	Berryman	8/5/2024	8/15/2024	10/15/2024	08/21/25	Y	\$109.91	\$109.91	Approved
Rappahannock Reg Jail	Booth	11/7/2024	12/19/2024	2/18/2025	04/07/25	Y	\$440.63	\$440.63	Approved
Rappahannock Reg Jail	Booth	11/7/2024	12/19/2024	2/18/2025	04/07/25	Y	\$0.00	\$0.00	Approved
Rappahannock Reg Jail	Booth	11/7/2024	12/19/2024	2/18/2025	06/30/25	Y	\$139.12	\$139.12	Approved
Rappahannock Reg Jail	Booth	11/7/2024	12/19/2024	2/18/2025	08/11/25	Y	\$139.12	\$139.12	Approved
Rappahannock Reg Jail	Booth	11/7/2024	12/19/2024	2/18/2025	05/14/25	Y	\$139.12	\$139.12	Approved
Rappahannock Reg Jail	Carpenter	12/6/2024	12/20/2024	2/19/2025	06/25/25	Y	\$765.72	\$765.72	Approved
Rappahannock Reg Jail	Carter	7/14/2023	7/16/2024	9/15/2024	12/5 & 12/10/24	Y	\$487.97	\$487.97	Approved
Rappahannock Reg Jail	Carter	7/14/2023	7/16/2024	9/15/2024	12/17, 12/26 & 12/31/24	Y	\$229.92	\$229.92	Approved
Rappahannock Reg Jail	Charity	5/24/2024	6/12/2024	8/12/2024	12/5/2024	Y	\$197.29	\$197.29	Approved
Rappahannock Reg Jail	Chavis	1/16/2025	11/21/2024	1/21/2025	5/27/2025	Y	\$101.53	\$101.53	Approved
Rappahannock Reg Jail	Chavis	1/16/2025	11/21/2024	1/21/2025	6/27/2025	Y	\$101.53	\$101.53	Approved
Rappahannock Reg Jail	Chew	3/8/2025	1/30/2025	4/1/2025	6/13/2025	Y	\$891.57	\$891.57	Approved
Rappahannock Reg Jail	Chew	3/8/2025	1/30/2025	4/1/2025	7/9 & 7/11/25	Y	\$149.91	\$149.91	Approved
Rappahannock Reg Jail	Chew	3/8/2025	1/30/2025	4/1/2025	5/4, 5/13 & 5/21/25	Y	\$544.15	\$544.15	Approved
Rappahannock Reg Jail	Conway	11/20/2024	11/21/2024	1/21/2025	2/27 & 3/10/25	Y	\$113.20	\$113.20	Approved
Rappahannock Reg Jail	Davis	7/11/2024	7/12/2024	9/11/2024	3/22/2025	Y	\$28.19	\$28.19	Approved
Rappahannock Reg Jail	Doggett	12/6/2024	12/30/2024	3/1/2025	5/1/2025	Y	\$100.00	\$100.00	Approved
Rappahannock Reg Jail	Foster	2/25/2025	2/28/2025	4/30/2025	6/9/2025	Y	\$213.39	\$213.39	Approved
Rappahannock Reg Jail	Foster	2/25/2025	2/28/2025	4/30/2025	6/24 & 7/2/25	Y	\$962.00	\$962.00	Approved
Rappahannock Reg Jail	Foster	2/25/2025	2/28/2025	4/30/2025	7/30, 8/7, 8/9/25	Y	\$860.00	\$860.00	Approved
Rappahannock Reg Jail	Gosciak	1/14/2025	1/13/2025	3/16/2025	5/10/2025	Y	\$9.94	\$9.94	Approved
Rappahannock Reg Jail	Howell	5/2/2024	3/4/2024	7/2/2024	7/8/2024	Y	-\$267.04	-\$267.04	Approved
Rappahannock Reg Jail	Hughes	10/18/2024	10/24/2024	12/24/2024	2/19/2025	Y	\$813.81	\$813.81	Approved
Rappahannock Reg Jail	Hughes	10/18/2024	10/24/2024	12/24/2024	2/19 & 2/26/25	Y	\$9,594.32	\$9,594.32	Approved
Rappahannock Reg Jail	Hume	4/5/2024	4/10/2024	6/10/2024	8/3/2024	Y	-\$267.04	-\$267.04	Approved
Rappahannock Reg Jail	Johnson	3/19/2025	3/19/2025	5/19/2025	7/18/2025	Y	\$42.27	\$42.27	Approved
Rappahannock Reg Jail	Kimble	9/25/2024	11/25/2024	1/25/2025	3/10/2025	Y	\$532.97	\$532.97	Approved
Rappahannock Reg Jail	Kimble	9/25/2024	11/25/2024	1/25/2025	4/8/2025	Y	\$248.38	\$248.38	Approved
Rappahannock Reg Jail	Kimble	9/25/2024	11/25/2024	1/25/2025	3/10/2025	Y	\$17.44	\$17.44	Approved
Rappahannock Reg Jail	Lambert	1/16/2025	2/14/2025	4/16/2025	5/28/2025	Y	\$192.57	\$192.57	Approved

Facility Name	Last Name	Final Sentencing Event	Court Order Transmit Date	Date Inmate Became EMR Eligible	Date(s) of Medical Services	EMR Eligible (based upon 61 Days after Court Transmittal)	Amount Requested	Amount Requested	Compensation Board Action Approved/Not Approved
Rappahannock Reg Jail	Lambert	1/16/2025	2/14/2025	4/16/2025	7/1/25 & 7/7/25	Y	\$1,093.58	\$1,093.58	Approved
Rappahannock Reg Jail	Moaland	7/8/2024	7/23/2024	9/22/2024	12/5/2024	Y	\$48.64	\$48.64	Approved
Rappahannock Reg Jail	McCarroll	1/28/2025	1/31/2025	4/2/2025	5/27/25 & 6/6/25	Y	\$276.68	\$276.68	Approved
Rappahannock Reg Jail	McCarroll	1/28/2025	1/31/2025	4/2/2025	7/25/2025	Y	\$238.52	\$238.52	Approved
Rappahannock Reg Jail	Mitchell	3/28/2025	4/3/2025	6/3/2025	7/16/2025	Y	\$87.93	\$87.93	Approved
Rappahannock Reg Jail	Mitchell	3/28/2025	4/3/2025	6/3/2025	8/12/2025	Y	\$124.49	\$124.49	Approved
Rappahannock Reg Jail	Nave	12/2/2024	12/12/2024	2/11/2025	5/10/25 & 6/14/25	Y	\$83.88	\$83.88	Approved
Rappahannock Reg Jail	Outlaw	1/8/2024	1/8/2024	3/9/2024	7/26/2024	Y	-\$314.59	-\$314.59	Approved
Rappahannock Reg Jail	Parks	10/25/2024	1/26/2025	3/28/2025	7/8/2025	Y	\$413.83	\$413.83	Approved
Rappahannock Reg Jail	Payne	10/8/2024	10/23/2024	12/23/2024	5/3/2025	Y	\$46.53	\$46.53	Approved
Rappahannock Reg Jail	Payne	10/8/2024	10/23/2024	12/23/2024	4/30/2025	Y	\$163.68	\$163.68	Approved
Rappahannock Reg Jail	Poole	5/28/2024	7/1/2024	8/31/2024	12/5/2024	Y	\$19.87	\$19.87	Approved
Rappahannock Reg Jail	Reel	1/22/2025	7/8/2025	9/7/2025	11/15/2024	N	-\$171.37	-\$171.37	Approved
Rappahannock Reg Jail	Reel	1/22/2025	7/8/2025	9/7/2025	10/9/2024	N	\$10.30	\$10.30	Approved
Rappahannock Reg Jail	Rice	4/11/2024	4/17/2024	6/17/2024	1/8/2025	Y	\$223.68	\$223.68	Approved
Rappahannock Reg Jail	Valentine	10/25/2024	11/4/2024	1/4/2025	3/24 & 4/21/25	Y	\$619.30	\$619.30	Approved
Rappahannock Reg Jail	Valentine	10/25/2024	11/4/2024	1/4/2025	4/21/2025	Y	\$237.24	\$237.24	Approved
Rappahannock Reg Jail	Wilhelm	4/11/2024	4/17/2024	6/17/2024	1/8/2025	Y	\$367.95	\$367.95	Approved
Rappahannock Reg Jail	Wilhelm	4/11/2024	4/17/2024	6/17/2024	2/3/2025	Y	\$368.54	\$368.54	Approved
Rappahannock Reg Jail	Wilhelm	4/11/2024	4/17/2024	6/17/2024	3/6, 3/21 & 3/25/25	Y	\$233.74	\$233.74	Approved
Rappahannock Reg Jail	Wilhelm	4/11/2024	4/17/2024	6/17/2024	2/3/2025	Y	\$0.00	\$0.00	Approved
Rappahannock Reg Jail	Wilhelm	4/11/2024	4/17/2024	6/17/2024	1/8/2025	Y	\$12.05	\$12.05	Approved
Rappahannock Reg Jail	Ybardo	2/7/2025	3/12/2025	5/12/2025	1/8/2025	N	\$140.00	\$140.00	Approved
Rappahannock Reg Jail	Williamson	5/20/2024	6/4/2024	8/4/2024	11/21/2024	Y	\$14.09	\$14.09	Approved
Rappahannock Regional Jail Total							\$20,236.83	\$20,236.83	

FOR YOUR INFORMATION
NONE.

**CLOSED MEETING
COMPENSATION BOARD DOCKET #26/05
November 25, 2025**

NO CLOSED MEETING.

1) MOTION FOR “**CLOSED MEETING**” by Chairman Jeffrey Palmore. (_____ seconded the motion).

- Under the provisions of Section 2.2-3711.A.1, Code of Virginia, I move that the Compensation Board hold a **Closed Meeting** to discuss personnel issues—discussion of interview applicants, assignment, appointment, promotion, performance, salaries, discipline or resignation of specific officers, appointees or employees.
- Under the provisions of Section 2.2-3711.A.7, Code of Virginia, I move that the Compensation Board hold a **Closed Meeting** for consultation with legal counsel and/or briefing by staff members pertaining to actual or “probable litigation” concerning

When the closed meeting is complete, the public body must **immediately** reconvene in open session and take a recorded vote of its members in roll call fashion.

MOTION BY CHAIRMAN (vacant): I move to certify that only public business exempt from the Act was discussed.
(_____ seconded the motion.)

Jeffrey Palmore, Chairman	Yes <input type="checkbox"/>	No <input type="checkbox"/>
James Alex, Member	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Staci Henshaw, Member	Yes <input type="checkbox"/>	No <input type="checkbox"/>

AND

MOTION BY CHAIRMAN (vacant): I move to certify that only public business matters identified in the motion to convene the closed meeting were discussed. (_____ seconded the motion.)

Jeffrey Palmore, Chairman	Yes <input type="checkbox"/>	No <input type="checkbox"/>
James Alex, Member	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Staci Henshaw, Member	Yes <input type="checkbox"/>	No <input type="checkbox"/>

Any member who cannot certify must state the specific details of the unauthorized discussion on the record. That record can be used as evidence in a lawsuit brought against the public body for violating the Act.

Public Body: Compensation Board
Date: November 25, 2025
Time: 10:00am
Location: Compensation Board Conference Room
Oliver Hill Building, 102 Governor Street
Richmond, VA 23219

Members: Jeffrey Palmore, Chairman (present)
James Alex, Ex Officio member (present)
Staci Henshaw, Ex Officio member (present)