

ACCOMACK-NORTHAMPTON PLANNING DISTRICT COMMISSION
MINUTES OF THE
June 15, 2026 Meeting
ENTERPRISE BUILDING
ACCOMAC, VIRGINIA

COMMISSIONERS PRESENT:

Robert Crockett	Accomack County
C. Reneta Major	Accomack County
Rev. Charles J. Kellam	Northampton County
Betsy Mapp	Northampton County
L. Dixon Leatherbury	Northampton County
Donald L. Hart, Jr.	Accomack County
Calvin Washington	Accomack County
Vanessa Johnson	Accomack County
Gwendolyn F. Turner	Accomack County
Donna Smith	Accomack County

COMMISSIONERS ABSENT:

Mike Tolbert	Town of Chincoteague
David "Jon" Dempster	Northampton County
Adam Charney	Northampton County

OTHERS PRESENT:

Anne Doyle	Sandy Taylor
Elaine Meil	Eric Horito
Faith Lewis	Russ Williams
Myra Riley Taylor	

1. Call to Order
The June 15, 2026 meeting of the Accomack-Northampton Planning District Commission (A-NPDC) was called to order by Chairman Mapp at 7:00 p.m.
2. Invocation
Commissioner Major offered the Invocation.
3. Minutes of the May 18, 2026 Meeting
The minutes of the May 18, 2026 Meeting were presented. Commissioner Hart moved to approve the minutes as presented. It was seconded by Commissioner Turner, the motion was carried by unanimous vote.

4. Financial Status Report

The report indicated 87.59 percent of the proposed FY 2026 Budget had been expended while 92 percent of the fiscal year had passed.

Commissioner Crockett moved to approve the Financial Status Report as presented. It was seconded by Commissioner Hart, the motion was carried by unanimous vote.

5. Financial Statement / Bills Payable

The Financial Statement, including the current Bills Payable, were presented. Commission approval of the Financial Statement and current Bills Payable were requested.

Commissioner Crockett moved to approve the Financial Statement and Bills Payable. It was seconded by Commissioner Hart, the motion was carried by unanimous vote.

6. FY 2027 Draft Budget

The Budget Committee met prior to the June Commission meeting to review the proposed FY 2027 Budget /Annual Work Program.

Projected Revenues included the following:

- Level State and level funding from the localities are included.
- The following grants have been submitted:
 - EDA \$210T - 3 years
 - Build Working Waterfront Maritime \$1.7M

The grant listed below will be submitted in the future:

- CDBG - Horntown Project Grant \$1.25M

Projected Expenditures included the following:

- As directed by the A-NPDC Commissioners to follow the Accomack County guidelines established in their budget and Personnel Policies, a 2% salary increase for all employees and the Executive Director effective 7/1/2026 is projected in the current year budget.
- The VRS benefit of Health Insurance Credit remains the same at 1.01%.
- Health Insurance Premium rates increased by 20% and dental rates increased by 10%. The FY2027 budget reflects the amount paid on behalf of the family health insurance plans. The amount paid for any family insurance plan is \$150 per month or at least 41% of the total health insurance premium.
- Fringe Rate increased for full-time staff from 28.82% to 28.91%. The fringe rate increased primarily due to changes in employee coverage.
- Operating expenses had been reviewed and adjusted accordingly as compared to current estimates and year-to-date expenses for April 2026.

Other notes included the following:

- Excess revenues over expenditures are projected to be \$20,200.

- The FY2027 projected indirect cost rate is projected at 33.33%. The Indirect Cost Rate Agreement was submitted to the U.S. Department of the Interior on 12/22/2025. An Indirect Cost Rate Agreement is expected by the end of June.
- Updated FY2027 pay range schedule to align with inflation.

Commissioner Crockett moved to adopt the FY 2027 Budget / Annual Work Program. It was seconded by Commissioner Turner, the motion was carried by unanimous vote.

7. Projects

Director of Planning Report

Below is a comprehensive list of Planning Department projects, should you wish to contact the project manager for more information. Details about featured projects follow the list.

3071 - FAA College Initiative & Talent Pipeline with ESCC	A. Doyle
3640 - VA Department of Forestry Planning/Planting Grant	S. Dudas
3593 - DEQ Regional Water Supply Plan	R. Chandler
3547 - DEQ/CZM Technical Assistance & Resiliency Planning	R. Chandler
3575 - FHWA BUILD Grant for ESRT	A. Doyle
3589 - VDEM Hazard Mitigation Plan 2026	R. Chandler
3587 - Navigable Waterways Committee	K. Singleton
3353 - Waterway Dredging Northampton County - Nassawadox Creek Phase 1	K. Singleton
3352 - Waterway Dredging Accomack County - Folly Creek Phase 1	K. Singleton
3581 - Coastal Adaptation and Resilience Plan	S. Dudas
3354 - Dredge Material Management Initiative	S. Dudas/K. Singleton
3571 - A-N Ground Water Committee Projects	R. Chandler
3401 - VDOT Rural Transportation Plan	H. Spurlock
3218 - FHWA Safety Action Plan - Safe Streets for All Program	H. Spurlock
3620 - Delmarva Agricultural Community Resilience Project	S. Dudas
3201 - VDACS Agriculture & Forestry Industry Development Plan	S. Dudas
3010 - VBAF Assessment Grants	S. Dudas

3071

FAA Uncrewed Aerial Systems College Initiative & Talent Pipeline Program

Anne Doyle

The Eastern Shore Community College, in partnership with the Aerospace Academy of the Eastern Shore received Virginia Growth and Opportunity Act (GO Virginia) funding of \$788,700 to establish an Uncrewed Aerial Systems (UAS) workforce program. Effective May 1, 2026, A-NPDC is administering the two-year grant. ESCC has launched a new unmanned systems curriculum, including FAA Part 107 Licensing, Information Systems, GIS and Cybersecurity certifications, UAS Flight Operator and UAS Maintenance and Operations certificates, Aviation Mechanic Certificates, and PMP, CNC Programming, and Additive

Manufacturing credentials. Associate in Applied Sciences Degrees will be offered in Electronics Technology, Technical Studies, and Engineering.

3640	<i>VDOF Urban & Community Forestry</i>	Sherry Dudas
This \$90,000 grant will be used to install native plants along the Treherneville/Birdsnest sections of the Eastern Shore Rail Trail, by a qualified landscape contractor using biochar as a soil amendment. A-NPDC staff is providing educational outreach to the community by having a dedicated page on its website devoted to the project for education of the public regarding the benefits of planting native species, providing a species list & their history on the Eastern Shore of Virginia, and the benefits of using biochar in tree plantings.		
3593	<i>DEQ Regional Water Supply Plan</i>	Rita Chandler
For the second year of the performance period, through June 30, 2026, A-NPDC will receive \$9,240 reimbursement from the Virginia Department of Environmental Quality (DEQ) to offset the cost to prepare the region's water supply plan. DEQ has designated A-NPDC as the regional planning unit (RPU) to represent the Eastern Shore's counties and incorporated towns.		
3547	<i>DEQ/CZM Technical Assistance & Resiliency Planning</i>	Rita Chandler
Work is nearing completion for the FY26 period: 10/01/2025 - 9/30/2026, amounting to \$64,500 federal funding and \$64,500 match. Projects for FY26 include Technical Assistance, Engagement, Coordination, and Trainings; Navigable Waterways, Wetlands & Groundwater Preservation and Protection; Updating the A-NPDC website; completing the Hazard Mitigation Plan Update; facilitation and support of state agencies in resilience planning efforts. Work has begun to update the A-NPDC website. Shore Strong sessions have been scheduled, and leadership training for localities continues.		
3575	<i>BUILD Eastern Shore Rail Trail Project</i>	Anne Doyle
Environmental reporting work required by NEPA is well underway and will be completed in August. Project trailheads that will include bus stops are also under conceptual design beginning with Birdsnest. The Engineer of Record contract continues to be negotiated. The VDOT survey of the entire 49.1 miles, using the General Assembly's allocation of funds to the Eastern Shore Rail Trail, as one of five priority trails in Virginia, will be submitted to A-NPDC by July 31, 2026.		
3589	<i>VDEM Hazard Mitigation Plan 2026</i>	Rita Chandler
All comments and revisions to the draft update of the Hazard Mitigation Plan have been addressed and submitted to FEMA. FEMA will provide final review and comments before the end of the federal fiscal year. The project is on track for an on-time, on-budget completion.		

The Eastern Shore Regional Navigable Waterways Committee held its second quarterly meeting of CY2026 on April 30, 2026. Since the Committee's January meeting, staff efforts have remained focused on project readiness, near-term funding, and regional dredging coordination. A-NPDC advanced its FY27 Virginia Marine Resources Commission Waterway Maintenance Fund request for Folly Creek as a mechanical dredging effort with contractor-sourced upland placement as the baseline disposal pathway. On April 21, 2026, the VMRC Board approved \$1,000,000 in funding for Eastern Shore work. On May 14, a Memorandum of Understanding was entered into by the VMRC and A-NPDC. While this award represents partial funding against Folly Creek's current estimated cost of approximately \$2.744 million, it allows the project to move forward on a staged path toward procurement and construction while reducing disposal, siting, and permitting risk. At its April 30 meeting, the ESRNWC also supported continued development of the beneficial use pathway as a parallel track to the core Folly Creek navigation project, including partner outreach and site-control discussions for screened marsh candidates, identification of feasible monitoring partners and realistic monitoring scopes, and prioritization of near-term feasibility work so that a beneficial use add-alternate can be advanced credibly when funding and permissions align. In parallel, work continues on Nassawadox Creek material management planning, broader regional dredging coordination, and implementation of the Dredge Material Management Initiative. The next ESRNWC meeting is scheduled for August 20, 2026.

Coordination with the Town of Tangier and state and federal partners continues to advance the Tangier Island beneficial use pathway as the primary material management approach for Nassawadox Creek following VMRC's denial of the prior nearshore berm proposal. Current review remains focused on the East of Runway site, Beach Area uplands, Beach Fill and berm area, and the North Port transfer and offload location, pending confirmation of physical constraints. The NV5 survey work is now complete, and the Terracon field investigation has also been completed, providing additional information needed to support the revised placement and permitting package. U.S. Fish and Wildlife Service also indicated that the proposed Tangier locations are unlikely to be suitable Northeastern beach tiger beetle habitat and did not recommend a time-of-year restriction for the proposed beach beneficial use locations. Permit submission is now targeted for late June 2026 to allow incorporation of the completed survey and field data, follow-up coordination with regulators, and continued coordination with the Town of Tangier on site logistics and implementation considerations. Pending regulatory review and further Town coordination, the current implementation goal is Fall 2026.

The Folly Creek Phase 1B package remains well positioned for implementation, with the draft Joint Permit Application package, Folly Creek-specific Dredged Material Management Plan, sediment and vibracore data, and permit figures substantially advanced and in hand. The FY27 Waterway Maintenance Fund request was advanced as a mechanical dredging approach using barge or scow movement and transfer and offload at the Folly Creek Landing and boat ramp area, with contractor-sourced upland placement serving as the baseline disposal pathway. On April 21, 2026, the Virginia Marine Resources Commission Board approved \$1,000,000 in funding for Eastern Shore work. Although this award represents partial funding against the project's current estimated total cost of approximately \$2.744 million, it supports a staged path toward procurement and construction while additional coordination and disposal readiness work continues. In parallel, the ESRNWC has supported continued development of a beneficial use add-alternate as a parallel track to the core navigation project, including continued outreach and site-control discussions for screened marsh candidates, identification of feasible monitoring partners and realistic monitoring scopes, and targeted near-term feasibility work so that a beneficial use option can be advanced credibly if funding and permissions align. Staff will also continue agency coordination, finalize procurement strategy, and complete remaining readiness items, including the table of adjacent property owners.

The project was reactivated once VRA agreed to reimburse the A-NPDC for funds expended. A consulting firm has been hired to prepare the Coastal Adaptation and Resilience Plan that will include staff-coordinated public outreach incorporation. The plan is expected to be completed in early 2027.

Dredge Material Management effort is now being folded into the Coastal Adaptation and Resilience Plan. Consultant Kimley-Horn has been procured to delineate and map potential dredge material placement sites. The Planning Department has hired an intern to assist with this work. The Eastern Shore Dredge Material Management Initiative is now under active implementation through a recurring Project Management Team structure managing scope, schedule, budget, and partner coordination across A-NPDC, MPPDC, VMRC, ESRNWC, Carlexson Consulting, and technical support. Current work is focused on historic dredging and placement-site compilation, digital channel delineation development using best available data, channel screening and prioritization, permitting and constraints review, and early concept development for priority navigation and placement projects.

3571

A-N Ground Water Committee Projects

Rita Chandler

The Groundwater Committee will hold a working meeting to review research needs and solidify plans for the coming year. The session will further develop and prioritize project planning FY27. One priority candidate is the USGS Installation, Operation and Maintenance of a Subsidence Monitoring Network across the Eastern Shore. For this initiative, USGS has completed a project plan and cost estimate that is currently under review by the Groundwater Committee.

3401

VDOT Rural Transportation Plan

Anne Doyle

The FY 2027 Rural Work Program application and adopted resolution were submitted this Spring, with notice of award being made at the end of June. Staff have been asked to participate in training, including Arterial Management Plan development and commercial transportation planning. VDOT is currently auditing A-NPDC's Title VI Plan. Plan updates will be needed and will be based upon new federal executive orders as well as state regulatory changes.

3218

Safety Action Plan - USDOT Safe Streets for All Program

Harvey Spurlock

Recommended countermeasures for the ten selected high injury sites have been finalized. The final draft of the Action Plan is complete. Kimley Horn will present the plan to the Accomack-Northampton Transportation District Commission at their regular meeting on July 7. The plan will also be presented to the Safety Action Plan steering committee on a date yet to be determined. Staff attended the monthly Accomack-Northampton Transportation District Commission to provide an update on project status.

3620

Delmarva Agricultural Community Resilience Project

Sherry Dudas

This project, led by Virginia Tech and NOAA, is developing a regional collaborative of local and regional governments and extension organizations in rural areas of coastal Virginia, Maryland, and Delaware with the goal to build enduring capacity for planning and implementation of community supported risk reduction efforts that engage the strengths and capabilities of a broad range of actors in the rural coastal zone. The Eastern Shore of Virginia listening session took place and staff assisted with registration and facilitation at the meeting. The final report will be completed in approximately two years.

3201

*VDACS-Aquaculture & Forestry Industries Development
(AFID) Fund Planning Grant*

Sherry Dudas

Award of a \$34,910 grant to the A-NPDC for the aquaculture and forestry sectors of the Comprehensive Economic Development Strategy was received. Staff coordinated a second meeting of forestry stakeholders with the VDOF area forester to discuss forestry initiatives, including workforce development. This Forestry Advisory Committee feels very strongly that a sawmill is needed and a location in central Accomack would be ideal. Amish/Mennonite saw mill operators and other community members may have an interest in relocating here since the

quality and quantity of ESVA timber is high. The next meeting is in June. Outreach to form the Aquaculture Advisory Group has begun.

3010

VBAF Assessment Grants

Sherry Dudas

VEDP Brownfields Planning Grants

#1 (7194 Lankford Highway, Exmore, Virginia 23350 and 7194 Lankford Highway, Nassawadox, Virginia 23413) \$50,000

#2 18554 Cassatt Avenue, Parksley, Virginia \$50,000

The Planning Grant is for planning and assessment of the two locations and includes site cleanup at the Nassawadox site and environmental data analysis and a reuse plan for the other.. A portion of one grant includes a \$2,380 A-NPDC administrative fee and \$2,375.00 for the other. VBAF staff arranged for A-NPDC staff to attend VA's annual Brownfield Conference earlier this month at no cost. Their program is greatly interested in A-NPDC being trained for greater engagement in this program.

Director of Housing Services Report

Below is a comprehensive list of Housing Service Department projects, should you wish to contact the project manager for more information. Details about the featured projects follow the list.

336250- Continuum of Care	J. Hope
3661 - HUD-Housing Counseling Services	A. Wert
3662 - VHDA HCE Foreclosure/Housing Counseling	A. Wert

366250

Continuum of Care (CoC)

Jen Hope

The Community Partners of the Eastern Shore (CPES) General Membership meeting will be held on July 8th. Beginning July 1st, Lead Agency duties for the local Continuum of Care will move the Community Services Board. This is the norm for CoCs throughout the state. PDC staff will continue to work on associated CPES projects, including the Virginia Homeless Solutions program.

The Annual Point-In-Time Homelessness Count was conducted on the evening of January 28th. The preliminary number of people counted as sheltered was 31, however the final report included additional family members that were not included in the raw data. The final report count is 42 individuals, showing a marked increase over LY. Per the Chair's request, attached is a chart of homelessness data comparing our region to others in Virginia. The years represented

on the chart are 2024 and 2025. There is no published comparative data for 2026. Note, HUD does not publish this data by county.

3661

HUD Housing Counseling Services

Andrea Wert

The application for this funding cycle was submitted on April 30. Virginia Housing has indicated that awards will be announced in August and that level funding is expected. The period of performance will begin retroactively on October 1, 2025, and will run for an 18-month term. Staff is currently assisting 14 clients in pre-purchase counseling. Six have become mortgage-ready; however, five have chosen to delay purchasing and suspend counseling in hopes of lower interest rates and better housing options. One client ultimately determined that renting was the best option after three years of credit improvement and savings. Over the past three years, eight clients have achieved homeownership through the project, demonstrating the continued impact and effectiveness of our counseling services.

3662

Virginia Housing Counseling & Education

Andrea Wert

Fair Housing, Rental Topics, and Financial Literacy classes are conducted during Section-8 briefings. The HCE grant application was submitted, and Virginia Housing has increased the total amount of funding available for this program. Award notifications are expected soon. On May 28, staff partnered with the Impact Center (formerly the Rosenwald School) in Cape Charles to host a free Heirs' Property Education seminar. The event drew 16 attendees and received very positive feedback. As a result, several participants have already applied for title searches, and some may qualify for financial support to assist with the drafting of wills.

Russ Williams presented to the Commissioners a Homeless Point-In-Time Count Comparison Report with other localities.

Homeless Point-In-Time Count Comparison

Russ Williams

<u>Region</u>	<u>2025 PIT Count</u>	<u>Approx. Population</u>	<u>Homeless per 10,000 Residents</u>	<u>% of Population</u>	<u>Change from 2024</u>
Fairfax-Falls Church CoC	1,322	~1,200,000	11.0	0.110%	↑ 3.4%
Southeastern Virginia Homeless Coalition	637	~600,000	10.6	0.106%	↓ 4.9%

Greater Virginia Peninsula CoC	456	~420,000	10.9	0.109%	↑ 10.7%
Virginia Beach CoC	327	~457,000	7.2	0.072%	↑ 5.1%
Virginia Balance of State CoC	~3,000	~4,200,000	7.1	0.071%	↑ 5.3%
Eastern Shore Local Planning Group	34	~42,000	8.1	0.081%	0.0%

Director of Housing Development Report

Below please find a list of A-NPDC related Housing Development Department projects, should you wish to contact the project manager for more information. Details about featured projects follow the list.

300640 - Town of Onancock-Northeast Neighborhood	E. Horito
3801 - Horntown Community Development Block Grant (CDBG)	E. Horito
3690 - Occhannock Neck Road Project	E. Horito
3823 - FEMA - VDEM Accomack County	E. Horito
4710 - HMGP - DR-4001 & DR-4411	E. Horito
3768 - Accomack County VA 4512-DR-VA-0026 Elevation /Acquisition	E. Horito
4401 - VDH Septic and Well Assistance Program	E. Horito
3337 - Chincoteague Septic System Program	E. Horito

300640	<i>Town of Onancock - Northeast Neighborhood</i>	Eric Horito
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DHCD is closing out this grant. With this project, six homes were rehabbed, four blighted structures were demolished, and new, improved lighting was installed on Boundary Ave.

3801	<i>Horntown Community Development Block Grant (CDBG)</i>	Eric Horito
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CDBG Grant applications are now open. Staff will be presenting the \$1.25m project to the Accomack County Board of Supervisors for approval on June 17th. The updated project scope of work will be five substantial reconstructions, five septic systems, five deep wells, and four demolitions of derelict structures in the eastern side of Horntown. The deadline for applications is July 1, 2026.

3690	<i>Occhannock Neck Road Project</i>	Eric Horito
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The project is complete. A realtor has listed the one-bedroom home for sale and is preparing documents for the final house to be listed.

3823	<i>Accomack County VA Hazard Mitigation Grant Program (HMGP) 4291-VA-009 Elevation Project</i>	Eric Horito
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No Update. Submitting final paperwork.

4710	<i>Accomack County VA HMGP 4401-VA-016 Elevation/Acquisition</i>	Eric Horito
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No updates. A budget revision is still pending.

3768	<i>Accomack County VA HMGP 4512-DR-VA-0026 Elevation Project</i>	Eric Horito
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Staff is obtaining signatures for Participation Agreements from each homeowner. These Agreements state the stipulations of the grant. Deed Restrictions, flood insurance for the life of the house, and authorization for site inspections and elevation survey work to occur.

4401	<i>VDH Septic and Well Assistance Program</i>	Eric Horito
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The last two remaining septic systems have been completed. The final well is scheduled to be installed by mid-June. Including the final deep well, a total of five wells and eleven septic systems were installed.

3337	<i>Chincoteague Septic System Program</i>	Eric Horito
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Designs and permits are being obtained for six systems.

8. Resolution of Support for Grant Application

A resolution of support for the Accomack-Northampton Planning District Commission SMART SCALE Grant Application for the Onley-to-Greenbush ESRT segment was presented for authorization to execute.

This would support Accomack County's desire to apply for and receive funding to design and construct the Onley-to-Greenbush segment of the Eastern Shore Rail Trail. This opportunity exists to apply for funds through the SMART SCALE Round 7 Funding Program.

Commissioner Hart moved to authorize the resolution of support for the A-NPDC SMART SCALE Grant Application for the Onley-to-Greenbush ESRT segment process. It was seconded by Commissioner Major, the motion was carried by unanimous vote.

9. Agreements and Contracts

<u>VDOT Rural Work Program Letter of Authorization</u>	<u>\$58,000</u>
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This FHWA-funded, recurring rural program grant supports A-NPDC participation in all VDOT, ANTDC and Eastern Shore Rail Trail efforts as well as transportation grant application activity

and the A-NPDC agency's Title VI program. Additionally, it allows staff to attend transportation training and participate in work group activities.

bGlobal Consulting Website Improvement Subcontract \$ 5,400

This professional services contract is for updates and improvements to A-NPDC's full agency website. bGlobal will perform the work within a six-month timeframe and will perform web maintenance for one-year thereafter. Funding for this activity is provided by the Planning Department's Coastal Zone Management grant that is administered by the Virginia Department of Environmental Quality.

Commissioner Hart moved to authorize the A-NPDC to execute all of the above named contracts. It was seconded by Commissioner Crockett, the motion was carried by unanimous vote.

10. Executive Director's Memo

2026 General Assembly Employer Changes

House Bill 5/Senate Bill 199 - Paid Sick Leave Update

Pending different start dates, all Virginia employers are required to accrue minimum sick leave at a rate of one hour per thirty hours worked for each employee. For A-NPDC, the major change would be the addition of a sick leave fringe benefit for part-time workers.

Employers are allowed to elect to provide the expected sick leave at the beginning of the year and, if they provide 40 hours, meet the sick leave amount requirement. For the purposes of this law, it appears that A-NPDC will be an employer on January 1, 2029. This fringe benefit is not included in the FY27 draft budget.

Staff is monitoring this change and will review administrative requirements and propose a personnel policy to comply with this change.

SB 2/HB 1207 Paid Family Medical Leave Act (PFML)

Beginning April 1, 2028, employers and employees are required to make payroll contributions to the Virginia Employment Commission for the Virginia Paid Family Medical Leave Act which will allow up to twelve weeks of leave with wage replacement of up to 80% capped at 100% of the statewide average weekly wage. Claims will begin December 1, 2028.

Uses of the paid family and medical leave benefits include:

- The birth, adoption, or foster placement of a child;
- The employee's own serious health condition;
- To care for a covered family member with a serious health condition;
- To care for a covered service member who is the employee's next of kin or family member;
- For qualifying exigencies arising out of a family member's active duty; and
- To seek safety-related services for the employee or family member.

The contribution rates will be set by October 1, 2027. Currently in other states, the contribution is 0.88%-1.13% of gross wages. Virginia estimates 0.72%. The law requires employers to pay half of the contribution.

SB215 Pay Transparency

Civil penalties for employers for violation of the pay transparency law. An aggrieved prospective employee or employee may bring an action within one year.

B. No employer shall:

1. Seek the wage or salary history of a prospective employee;
2. Rely on the wage or salary history of a prospective employee in considering the prospective employee for employment;
3. Except as provided in subsection D, rely on the wage or salary history of a prospective employee in determining the wages or salary the prospective employee is to be paid upon hire;
4. Refuse to interview, hire, employ, or promote or otherwise retaliate against a prospective or current employee for not providing wage or salary history or requesting a wage or salary range;
5. Fail or refuse to disclose in each public and internal posting for each job, promotion, transfer, or other employment opportunity the wage, salary, or wage or salary range for the position; or
6. Fail to set a wage or salary range in good faith. Any analysis of whether the wage or salary range has been set in good faith shall consider, among other things, the breadth of such wage or salary range.

2% Bonus Payment

Accomack County has approved a 2% bonus payment for June 15.

Commissioner Hart moved to authorize to pay the 2% bonus. It was seconded by Commissioner Crockett, the motion was carried by unanimous vote.

11. Other Matters

There were no other matters at this time.

12. Public Participation

There was no public participation at this time.

13. Next Meeting

The next meeting is scheduled for Monday, July 20, 2026.

14. Adjournment

There was no further business to bring before the Commission. Commissioner Hart moved to adjourn the meeting. It was seconded by Commissioner Crockett, the motion was carried by unanimous vote. The meeting was adjourned at 7:49 p.m.

