

At a meeting of the Cumberland County Board of Supervisors held at 7:00 p.m. on the 13th day of January 2026, at the Cumberland County Circuit Courtroom:

Present: Bryan Hamlet, District 1
John Newman, District 2
Eurika Tyree, District 3
Paul Stimpson, District 4
Robert Saunders, Jr., District 5
Derek Stamey, County Administrator
Jennifer Crews, Assistant County Administrator/Finance Director
Kemper Beasley, County Attorney
Tiana Branch, Deputy Clerk
Stephany Johnson, Planning/Zoning Administra

Absent: None

1. Adjourn into Closed Meeting

On a motion by Supervisor Newman, seconded by Supervisor Stimpson and carried unanimously, the Board entered into closed meeting pursuant to the Virginia Code Section set forth below to discuss the subjects identified:

Subject Matter: Discussion of Legal Matters in Regards to Current Litigation and Contracts.

Purpose of Meeting: Allow Board Members to consult with legal counsel regarding county business.

Exemption: Pursuant to VA. Code § 2.2-3711.A.8: Consultation with Legal Counsel – Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel.

Subject Matter: Consideration of Prospective Candidate for Employment

Purpose of Meeting: Allow Board Members to Consider a Prospective Candidate for Employment

Exemption: Pursuant to VA. Code § 2.2-3711.A.1: Personnel – Discussion,

consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body.

Vote:	Mr. Hamlet – aye	Mr. Newman – aye
	Mrs. Tyree – aye	Mr. Stimpson – aye
	Mr. Saunders – aye	

2. Reconvene in Open Meeting

The Board reconvened to open meeting on a motion by Supervisor Newman, seconded by Supervisor Hamlet, and adopted by the following vote:

Mr. Hamlet –	aye
Mr. Newman –	aye
Mrs. Tyree –	aye
Mr. Stimpson –	aye
Mr. Saunders -	aye

that the following Certification of a Closed Meeting be adopted in accordance with The Virginia Freedom of Information Act:

WHEREAS, the Board of Supervisors of Cumberland County has convened a closed session on this date pursuant to an affirmation recorded vote and in accordance with the provisions of The Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712 of the Code of Virginia requires a certification by this Board that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of Cumberland County hereby certifies that, to the best of each member’s knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed session to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion by which the closed session was convened were heard, discussed or considered by the Board of

Supervisors of Cumberland County; and (iii) no action was taken in closed session.

3. Adjourn until 7:00 pm

4. Roll Call of Members

The County Administrator, Derek Stamey called the meeting to order at 7:00 p.m.

Tiana Branch, Deputy Clerk, called the roll.

5. Welcome and Pledge of Allegiance

The Pledge of Allegiance was led by the County Administrator, Derek Stamey.

6. Invocation

The Invocation was led by the Supervisor Newman.

7. Election of Chairman

County Administrator, Derek Stamey, opened the floor for nominations for the position of Chairman.

Supervisor Stimpson nominated Supervisor Newman.

Supervisor Hamlet nominated Supervisor Stimpson.

On a motion by Supervisor Tyree, seconded by Supervisor Stimpson, and carried by the following vote, the Board appointed Supervisor Newman as Chairman of the Board for 2026:

Vote:	Mr. Hamlet – nay	Mr. Newman – abstain
	Mrs. Tyree – aye	Mr. Stimpson– aye
	Mr. Saunders – aye	

8. Election of Vice-Chairman

County Administrator, Derek Stamey opened the floor for nominations for the position of Vice-Chairman.

Supervisor Saunders nominated Supervisor Tyree.

On a motion by Supervisor Stimpson, seconded by Supervisor Newman, and carried by the following vote, the Board appointed Supervisor Tyree as Vice-Chairman of the Board for 2026:

Vote:	Mr. Hamlet – aye	Mr. Newman – aye
	Mrs. Tyree – abstain	Mr. Stimpson– aye
	Mr. Saunders – aye	

9. County Administrator Comments

County Administrator, Derek Stamey, provided the Board with a report on the following:

- Board Vacancies
 - Piedmont Senior Resources
 - Economic Development Authority
 - Planning Commission
 - Crossroads Community Services Board
 - Board of Zoning Appeals
- January 2026 Employee of the Month – Cortney Brown, Chief Deputy Treasurer

10. Approval of Agenda

On a motion by Supervisor Tyree, seconded by Supervisor Stimpson and carried unanimously, the Board amended the agenda to include Public Comment for Agenda Items Only directly after the approval of agenda.

Vote:	Mr. Hamlet – aye	Mr. Newman – aye
	Mrs. Tyree – aye	Mr. Stimpson– aye
	Mr. Saunders – aye	

On a motion by Supervisor Saunders, seconded by Supervisor Newman and carried by the following vote, the Board approved the agenda as amended.

Vote:	Mr. Hamlet – nay	Mr. Newman – aye
	Mrs. Tyree – aye	Mr. Stimpson– aye
	Mr. Saunders – aye	

11. Public Comment – Agenda Items Only

Betty Myers addressed her concern regarding the changes in the By-Laws presented in the packet.

12. Organizational & Administrative Matters

- a. Review and approve By-laws

**CUMBERLAND COUNTY, VIRGINIA
BOARD OF SUPERVISORS
Adopted January 13, 2026**

Statement of Intent and Purpose

The intent of these By-laws of the Cumberland County, Virginia Board of Supervisors is as follows:

- (1). To establish ways and means by which the Board of Supervisors as the governing body of Cumberland County, Virginia shall conduct itself in the performance of its duties and responsibilities;
- (2). To establish certain procedures to be followed by the Board of Supervisors as individual members and as a governing body, and by appointed officials and employees of the Board of Supervisors, to help ensure legality, fairness and consistency in the conduct of governance of Cumberland County; and
- (3). To establish certain rules and guidelines considered vital to the conduct of the Cumberland County government and the proper functioning of its elected and appointed officials, employees, agencies, departments, organizations; and the promotion and protection of the interests of the citizens of the county.

To these ends these By-laws are so adopted.

By-laws Definitions

As used in these By-laws, the following terms are defined:

Action of Record: An action taken, or decision made by the Board recorded in the Minutes of the Meetings. Action of Record may take the following forms:

- a. Motions with votes of the members of the Board recorded.
- b. Consensus agreement of the Board without vote by the Board.
- c. Directive of the Chairman in the exercise of that office during the conduct of an official meeting of the Board.

Advisory Board: Pursuant to § 15.2-1411 of the Virginia Code, a designated group of persons other than members of the Board formed by the Board for the purpose of undertaking work on matters germane to the interests of the Board or county.

Board: The Cumberland County Board of Supervisors.

Committee: Pursuant to § 15.2-1411 of the Virginia Code, a designated group of persons that may be formed by the Board for the purpose of undertaking work on matters germane to the interests of the Board or county.

County Code: The *Cumberland County Code*.

Directive: An exercise of discretionary authority granted to the Chairman from the Board empowering the Chairman as follows:

- a. To enforce the protocols of Article 8.5. of these By-laws for the conduct of business and discourse before the Board to ensure proper decorum, civility, fairness and order.
- b. To cause the removal of any person or persons without charge of civil or criminal offense for misconduct, disruption or disturbance of a meeting of the Board of Supervisors consistent with adopted policies and procedures of the Board;
- c. To charge any person or persons with civil or criminal offenses pursuant to federal, state or local laws for the misconduct, disruption or disturbance of a meeting of the Board.

Ex-officio: A form of membership or appointment to a body or group where the individual may participate in proceedings or discussions but shall not serve in an official leadership capacity nor vote in an official manner.

Item of Business: A matter to be presented before the Board at an official meeting, specified on the Meeting Agenda or modification thereof, and which may be subject to an Action of Record.

Meeting or official meeting: Any Annual, Regular, or Special Meeting of the Board of Supervisors. The following terms may also be used to further define and specify purposes

for meetings. Meetings as defined herein are not exclusive of each other and may be concurrently conducted.

a. Annual Meeting: Pursuant to § 15.2-1416 of the Virginia Code, the Board's first meeting in the month of January.

b. Joint Meeting: A Joint Meeting may be conducted simultaneously with one or more corporate and politic bodies for the purpose of review, inquiry and discussion of matters of mutual interest or in the interest of expedient disposition of public business matters. Action of Record may be taken at said meeting, and a quorum of both the Board and other body(ies) is required to Call to Order and conduct a Joint Special Meeting.

c. Public Information Meeting: A Public Information Meeting shall be limited to the dissemination of information to and/or from the public where the Board of Supervisors will take no Action of Record at said meeting. A quorum of the Board of Supervisors is not required to Call to Order and conduct a Public Information Meeting. Public Information Meetings may be called in the name of the Board of Supervisors or administratively by the County Administrator or his designee.

d. Public Hearing: A public hearing shall be conducted at said meeting and the Board of Supervisors may take Action of Record on such matters as may arise from the Public Hearing. A quorum of the Board of Supervisors is required to Call to Order and conduct a Public Hearing.

e. Recessed Meeting: A meeting conducted at a date, place and time set by the Board of Supervisors as a continuation of a previously held meeting. A Recessed Meeting shall be scheduled no later than the date of the next Regular Meeting.

f. Rescheduled Meeting: A Rescheduled Meeting shall be for the purpose of conducting a meeting of the Board of Supervisors where, by virtue of necessity or at the discretion of the Board of Supervisors, the originally scheduled meeting cannot be conducted on its prescribed date or time or at its prescribed location pursuant to these By-laws. Action of Record may be taken on any Item of Business presented at a Rescheduled Meeting, and a quorum of the Board of Supervisors is required to Call to Order and conduct a Rescheduled Meeting.

g. Workshop Meeting: A Workshop Meeting shall be for the purpose of in-depth review, inquiry and discussion of specified Items of Business where Action of Record may be taken by the Board of Supervisors. A quorum of the Board of Supervisors is required to Call to Order and conduct said meeting. Workshop Meetings may also be called and scheduled for the purposes of presentations to the Board of Supervisors for educational and informational purposes.

Primary Motion: The first motion presented following informal discussion of any Item of Business at a Board meeting.

Substitute Motion: A motion presented succeeding and in lieu of a primary motion on any Item of Business at a Board meeting.

Virginia Code: The 1950 Code of Virginia, as amended.

Construction

As used in these By-laws, the masculine shall include the feminine, and the singular the plural unless otherwise specified herein. The word "shall" is mandatory and not discretionary; the word "may" is permissive and discretionary. The word "approve" shall be considered to be followed by the words "or disapprove".

Article 1. General

1.1. The County of Cumberland is a political subdivision of the Commonwealth of Virginia and is bestowed all powers and authorities granted generally to counties without charters as set forth in the Virginia Code.

Article 2. Board of Supervisors

2.1. The County of Cumberland is governed by a Board consisting of five (5) Supervisors elected from the citizenry of Cumberland County, one (1) Supervisor from each of the county's five (5) Election Districts. Terms of each Supervisor are for four (4) years and may be successive. Qualifications for election to the Board of Supervisors are prescribed in the Virginia Code and Election Districts shall be defined by ordinance and set out in the County Code.

2.2. The Board of Supervisors is the governing body of the County of Cumberland and exercises all powers and authorities granted generally to counties without charters as set forth in the Virginia Code.

2.3. The Board of Supervisors at its discretion may authorize by appropriate action and annually provide for such sums for their salaries and expenses as members of the Board pursuant to the Virginia Code.

Article 3. Officers of the Board of Supervisors

3.1. Pursuant to § 15.2-1422 of the Virginia Code, the Board shall elect annually from its membership a Chairman and Vice-Chairman.

3.2. The term of office of the Chairman and Vice-Chairman shall be one (1) calendar year beginning immediately upon being elected at the Annual Meeting until the election at the Board's next Annual Meeting the following calendar year.

Article 4. Election of Officers

4.1. Election of officers of the Board shall be held at the Annual Meeting. In the absence of a quorum of the Board at the Annual Meeting, the current seated officers shall continue to exercise their offices until such time as a quorum is present at a subsequent Regular Meeting of the Board, at which time election of officers shall be held. The Board may defer election of officers to a Recessed Meeting from the Annual Meeting upon motion and vote of a majority of Board members present.

4.2. Election of officers of the Board shall be the first Item of Business at the Annual Meeting when elections are to be held.

4.3. Nominations for officers shall be conducted in open session upon motion by Board members and acceptance of the nomination. A motion with a majority vote of the Board members present is required to close nominations, at which time election of officers will be conducted in reverse order of the discussion of nominations. A majority vote of a quorum of the Board is needed to elect officers.

4.4. In the event of a tie vote during the election of officers, either by an abstaining vote or an even quorum of the Board present and voting, election of that officer shall be tabled to the next Regular Meeting of the Board and the Board shall proceed with other officer elections. In the event of a subsequent tie vote, a single blind lot drawing from the slate of seconded nominations shall select the officer. Officers selected in this manner shall be fully vested with all duties and powers accorded the office pursuant to the Virginia Code and these By-laws. The current seated officers shall continue to exercise their offices until new officers are elected or selected in this event.

4.5. Upon election of new officers, the new Chairman and Vice-Chairman shall preside at that meeting and all other meetings during the term for so which elected.

Article 5. Duties and Powers of Officers of the Board of Supervisors

5.1. In accordance with accepted rules of order and parliamentary practice, the Chairman is to preside at all meetings of the Board. The Vice-Chairman shall act with the full power and authority of the Chairman in the absence of the Chairman at any meeting of the Board. In the absence of the Chairman and Vice-Chairman, the remaining Board members shall choose an Acting Chairman for the meeting. Where an Acting Chairman is needed for a meeting, the Board need not designate an Acting Vice-Chairman. Where used in these Bylaws, Chairman shall also be construed to mean Acting Chairman.

5.2. When the Board is engaged in official meetings, whether held in the Board of Supervisors Meeting Room or at some other location, the building and associated grounds constituting the meeting place are under the control of the Chairman for the orderly conduct of the meeting. In addition to the exercise of parliamentary powers, the Chairman or Acting Chairman is empowered to issue Directives that shall be recorded as an Action of Record in order to facilitate orderly conduct of meetings.

5.3. The Chairman of the Board is empowered to administer oaths pursuant to § 15.2-1410 of the Virginia Code and shall be the head of the county government pursuant to § 15.2-1423 of the Virginia Code.

5.4. The Chairman shall adhere to and is empowered to enforce the protocols of Article 8.5 during official meetings of the Board. The Chairman shall act as parliamentarian of the Board and shall seek the advice of the County Attorney or, in his absence, the County Administrator in the interpretation of the provisions of these By-laws and other established procedures for the conduct of meetings.

5.5. In the event of a vacancy in the office of Chairman due to death, resignation or removal from office as a member of the Board, the Vice-Chairman shall assume the position of

Acting Chairman until a chairman is appointed. In the event of a similar vacancy in the office of Vice-Chairman, the most recent past Vice-Chairman of the Board shall assume the position of Acting Vice-Chairman. In the event of concurrent vacancies in both the office of Chairman and Vice-Chairman, the most recent past Chairman and Vice-Chairman shall respectively assume these offices. Election of new officers shall occur pursuant to Article 4 of these By-Laws at the first Regular Meeting after the vacancy on the Board has been filled pursuant to § 15.2-1424 of the Virginia Code. In this event, such newly elected officers shall serve until the next Annual Meeting of the Board. Officers selected in this manner shall be fully vested with all duties and powers accorded their office pursuant to the Virginia Code and these By-laws.

5.6. The Chairman shall be an ex-officio member of all Committees and Advisory Boards of the Board, privileged to attend and participate in all meetings of such Committees and Advisory Boards, including closed meetings, but shall not vote on Committee matters unless appointed as a Committee member.

Article 6. Meetings of the Board of Supervisors

6.1. The Annual Meeting of the Board shall be held on the second Tuesday of January. The Regular Meetings of the Cumberland County Board of Supervisors shall be on the second Tuesday of each month. These Annual and Regular Meetings shall be Called to Order at 6:00 p.m. and shall be held at Cumberland County Circuit Court Room in the County Courthouse Building on Rt. 60, Cumberland C.H., Virginia. The Annual and Regular Meeting date, place and time shall continue indefinitely unless changed by appropriate action of the Board.

6.2. The Board will attempt to complete all Items of Business at the Annual and Regular Meetings by 11:00 p.m. The Board may recess such meetings from day to day, or from time to time or from place to place not beyond the time fixed for the next Regular Meeting, until the business before the Board is complete.

6.3. If the Annual or any Regular Meeting day falls on a legal holiday, the meeting may be held on the holiday or rescheduled as determined by the Board by Action of Record taken at the Annual Meeting or any Regular or Special Meeting prior to the holiday. If rescheduled other than at the Annual Meeting, public notice shall be served pursuant to § 15.2-1416 of the Virginia Code.

6.4. Special Meetings of the Board may be approved and scheduled, or a Called Special Meeting conducted by the Board pursuant to § 15.2-1417 and § 15.2-1418 of the Virginia Code. A special meeting of the governing body shall be held when called by the chairman or requested by two or more of the members of the board of supervisors. The call or request shall be made to the clerk and shall specify the matters to be considered at the meeting. Upon receipt of such call or request, the clerk of the governing body, after consultation with the chairman, shall immediately notify each member of the Board and the county attorney, as appropriate in writing delivered in person or to his place of residence or business to attend such meeting at the time and place stated in the notice. Such notice shall specify the matters to be considered at the meeting. No matter not specified in the notice shall be

considered at such meeting, unless all members are present. The notice may be waived if all members of the Board of Supervisors attend the special meeting or sign a waiver.

A Special Meeting may also be scheduled or called for specific purposes, as follows:

- a. Joint Special Meeting;
- b. Public Information Meeting;
- c. Public Hearing;
- d. Rescheduled Meeting;
- e. Workshop Meeting.

Special Meetings of the Board may be scheduled at the Annual Meeting for the calendar year and set out in the Operational Procedures of the Board.

6.5. The Annual, Regular and Special Meetings of the Board shall be open to the public. The Board reserves the right to enter into Closed Meeting pursuant to the Virginia Code at any official meeting.

6.6. Closed meetings will be restricted for those proper purposes enumerated in the Virginia Code and all Closed Meetings will be held in strict accordance with Virginia law.

6.7. No gathering of members of the Board of Supervisors, whether there be a number equal to or exceeding a quorum of the Board or a lesser number, shall be considered an official meeting of the Board unless such gathering takes place at a bona fide Annual, Regular or Special Meeting as set forth in these By-laws. No Action of Record may be taken on any matter outside of the time, place and location of an official meeting of the Board. Similarly, when a quorum, (3) three or more members is gathered in one place outside an official meeting, those Board Members present may not discuss any past, current or future county business.

6.8. The Sheriff of Cumberland County shall, upon request, provide at least one (1) deputy to attend the Annual and Regular Meetings of the Board and, upon request of the Board or County Administrator, at any other official meeting. When in attendance of any official meeting, deputies shall be under the direction of the Chairman of the Board during the period of the official meeting (including any brief recess thereof), and under the direction of the County Administrator, Acting County Administrator, or his designee during the period prior to the meeting's Call to Order and immediately upon final Recess or Adjournment of the meeting.

Article 7. Agendas for Board of Supervisors Meetings

7.1. The Annual and Regular Meetings of the Board shall have a formal Meeting Agenda prepared by the County Administrator or his designee. The County Administrator at his (her) discretion, and the County Attorney and Board members individually may by request to the County Administrator place matters of business on the Agenda for discussion, information and /or action by the Board as are germane to the affairs and interests of the

Board and county. Agendas for Special Meetings are optional at the discretion of the Board of Supervisors or County Administrator.

7.2. The Order of Business of the Meeting Agenda for the Annual and Regular Meetings of the Board shall be generally as follows:

- Call to Order and Determination of Quorum
- Roll Call of Members
- Welcome, Invocation and Pledge of Allegiance
- County Administrator's Report
- Approval of the Agenda
- Organizational & Administrative Matters
- Presentations from Department/Agencies/Organizations
- Finance Report
- Planning and Zoning Report
- County Attorney's Report
- Consent Agenda
- Old Business
- New Business
- Public Hearings / Public Comment
- Additional Information
- Public Comments
- Board Member Comments
- Adjournment

Deviations from the Order of Business may be made at the discretion of the County Administrator during the preparation of the Meeting Agenda, and by the Board as a modification of the Meeting Agenda at the time of Approval of the Agenda. The Board by motion and majority vote of those present may eliminate any of the above items in the Order of Business for a specific meeting or meetings, or through the time of the next Annual Meeting in its entirety and may also restore any item so eliminated or add other items by like Action of Record at any meeting.

7.3. A request for modification of the Meeting Agenda shall be made from the Board Table and only by members of the Board, County Administrator, or County Attorney. Approval of modification requires majority vote of Board members present. A modification made at the time of Approval of the Agenda shall be reflected in the Minutes of the Meeting at which the modification was made. Items scheduled for action on the Meeting Agenda may be deferred to a later time in the meeting by consensus agreement of a majority of Board members present. Items previously acted upon during the course of the meeting may be revisited at a later time in the meeting by a motion to reconsider and a majority vote of Board members present. An item may not be reconsidered more than twice.

7.4. The Board shall take no Action of Record on any matter that is not on the Meeting Agenda unless a modification to the Meeting Agenda is requested at the time of Approval of

the Agenda. Modification of the Meeting Agenda requires a majority vote of Board members present.

7.5. Closed Meetings and business matters brought before the Board under Board Member Reports exempt from the provisions of this article.

7.6. The Meeting Agenda and supporting documents comprising the Meeting Agenda Book should be delivered to members of the Board a minimum of five (5) calendar days in advance of the meeting date. The supporting documentation should include recommendations on actions prepared by county administrative personnel and other county officials if a recommendation is available and appropriate. The Meeting Agenda Book may be rendered in electronic format for use by the Board at its discretion.

Article 8. Conduct of Meetings of the Board of Supervisors

8.1. The Board shall generally follow Roberts' Rules of Order Newly Revised, Procedure in Small Boards but failure to follow Robert's Rules of Order shall not invalidate any Board action, the provisions of Article 8.4 notwithstanding. In following these rules of parliamentary procedure, the Board intends that special attention will be given to the following:

- a. Protecting the rights of each individual member of the Board, county administrative employees and the public.
- b. Preserving and ensuring a spirit of harmony and cooperation within the Board, and between individual Board members.
- c. Allowing full and free discussion among the members of the Board in order to ensure that all viewpoints are considered prior to taking action on behalf of the county.

8.2. Where provisions of these By-laws differ from similar procedures established by Robert's Rules of Order, provisions of these By-laws shall prevail.

8.3. Repealed. (This section referenced seating at meetings for Board Members)

8.4. The following rules and procedures shall prevail at meetings of the Board:

- a. A quorum of the Board is a majority of the membership comprising at least three (3) of the five (5) members of the Board. A quorum must be present to Call to Order and continue an official meeting and to take Action of Record.
- b. The Chairman shall Call to Order an official meeting at the designated time and determine a quorum. If a quorum is not present at the designated time, the Chairman may direct a delay of up to fifteen (15) minutes in the start of the meeting

at his discretion. Any further delay in the start of the meeting may be made only with the consensus agreement of the majority of those Board members present.

- c. Should for any reason a quorum not be maintained continuously during any official meeting, the meeting shall adjourn at that time. A Board member's physical presence on the grounds of the location of the meeting shall be considered as being present at the meeting and satisfactory for the maintenance of a quorum. Board members shall notify the Chairman if required to leave the grounds of the location of the meeting, either temporarily or for the remainder of the meeting.
- d. All informal and formal discussions of Items of Business and Actions of Record must be made from the Board Table. Any Board member away from the Board Table but maintaining physical presence at the meeting location at the time of an Action of Record will be counted as having cast an abstaining vote.
- e. Informal discussion of an Item of Business by Board members is permitted while no primary or substitute motion is pending.
- f. A second to a primary and substitute motion is required in order to formally discuss and/or vote upon the motion. Voting shall be by show of hands. The Chairman shall verbally summarize the vote upon conclusion of an Action of Record, noting by individual name those Board members abstaining or voting in the minority on the Item of Business.
- g. Any member of the Board may terminate debate or discussion of an Item of Business and call for a vote on a pending motion by "calling for the question" after being recognized by the Chairman.
- h. An abstaining vote is neither an affirmative nor a negative vote and has no effect on the vote, or the status of the quorum.
- i. A tie vote fails. The Board does not designate a tiebreaker pursuant to § 15.2-1421 of the Virginia Code.
- j. A substitute motion will be voted on prior to the primary motion, in reverse order (i.e. the substitute motion will be voted on first). Only one (1) substitute motion will be considered prior to a vote on the primary motion.
- k. The Chairman is authorized to speak in discussions, can make and/or second a motion, and can vote on all motions and/or all questions but may not call for the question. The Chairman may temporarily relinquish the position. The Chairman may do so by passing the gavel to the Vice-Chairman or Acting Vice-Chairman prior to the start of discussion of an Item of Business. Upon completion of the Item of Business, the gavel shall be returned to the Chairman.

- l. A primary motion may be amended prior to vote with the concurrence of the originating Supervisor of the primary motion. The amended primary motion is then treated as the primary motion, and not a substitute motion. A primary motion may not be amended if a substitute motion is pending until conclusion of vote on the substitute motion. An amendment to a primary motion opposed by the originating Supervisor shall not be voted on until action is taken on the original primary motion.
- m. If a primary or substitute motion is made at a Board meeting where at least four (4) members are present and the motion is voted on and fails, the same or a substantively similar motion cannot be reconsidered by the Board during that fiscal year except by a primary or substitute motion made by a member of the Board who voted on the prevailing side where there are no less than four (4) Board members present, and only if two-thirds (2/3) of the Board members present vote to reconsider the motion again.
- n. A primary or substitute motion may be made to tentatively act upon an Item of Business where a final Action of Record is anticipated at a later date. All Items of Business tentatively acted upon by the Board shall be considered bound by the tentative action if not otherwise reconsidered by the Board within three (3) calendar months of the date of the tentative action.
- o. A motion to Table an Item of Business for consideration at a future meeting, or to remain Tabled indefinitely may be made either as a primary or substitute motion but not by consensus agreement. An action to Table an Item of Business to a later time within the same meeting may be passed by consensus agreement of a majority of Board members present.

8.5. The following protocols will be followed at meetings of the Board:

- a. Official meetings of the Board are open to public observation and, as set out herein, public participation. When not addressing the Board and/or attending public as herein described, those present at an official meeting shall be respectful of the rights of others.
- b. Board members are to be polite and courteous in addressing other members of the Board and all those present at Board meetings, and all Board members are to maintain proper decorum in their conduct at meetings of the Board (i.e., refrain from "name calling", derogatory remarks and other forms of personal affronts).
- c. Those persons and organizations with Items of Business before the Board should be represented at an official meeting if so requested by the Board of Supervisors, individual members of the Board, the County Administrator, County Attorney, or any person acting on behalf of these.
- d. Those persons and organizations with Items of Business before the Board may address the Board upon recognition and invitation of the Chairman to approach the

Podium, where upon they shall identify themselves, any title and organization they represent, and provide a mailing address to facilitate any correspondence needed subsequent to the Item of Business. As a guideline, presentations to the Board pursuant to an Item of Business should be limited to ten (10) minutes. The Chairman at his discretion may end a presentation after such time has elapsed or may permit continuation of it. The Board by Action of Record may overrule the Chairman's decision in this regard.

- e. The discourse of those presenting at the Podium shall be made part of the Minutes of the Meeting subject to Article 9 of these By-laws.
- f. Those individuals of the public attending any official meeting of the Board of Supervisors without an approved Item of Business on the Meeting Agenda or modification thereof shall not be permitted at the Podium at any time other than during the open portion of a public hearing or during the public comment period. No person shall address the Board during an official meeting from the audience unless recognized by the Chairman.
- g. Individuals of the public desiring to speak at a public hearing or during the public comment period must first provide their identifying information on a signup sheet prior to the public hearing or public comment period. Only residents of Cumberland County or individuals owning real property in Cumberland County are permitted to speak at a public hearing or during the public comment period. A resident who speaks more than once during a meeting shall not be repetitive.
- h. At any official meeting of the Board where a public hearing is set on the Meeting Agenda, the Chairman shall first permit general presentation and discussion of the matter of the public hearing from the Podium and/or from the Board Table. At the conclusion of such presentation/ discussion, the Chairman shall open the public hearing and invite those of the public who have signed up to speak to the Podium to comment.
- i. At the discretion of the Clerk or Chairman, any Item of Business may include a public comment period. The public comment period will be noted on the Agenda and will be subsequent to the presentation on the Item of Business and any informal discussion by the Board, but prior to any motions or vote on the Item of Business.
- j. At the discretion of the Chairman, or with the consensus agreement of the majority of the Board, those speaking during the open portion of a public hearing or during an open public comment period, may be limited to a specified length of time for comments at the Podium. The Chairman at his discretion may provide a verbal advisory to a speaker at the Podium when thirty (30) seconds remain of the specified time to conclude comments. During public hearings, speakers may address the Board only on matters pertaining or germane to the issue for which the public hearing is being held. No speaker is to engage in political statements, personal attacks upon members of the Board of Supervisors, county employees or officials, or

any other person, nor are speakers entitled to use abusive language or discuss matters outside the issue for which the public hearing is being held. Violation of this rule shall enable the Chairman by directive to take appropriate measures to rule the speaker out of order and to have the speaker removed from the meeting, if necessary and take such other steps the Chairman deems appropriate, including bringing appropriate charges against the person and bringing the charges in the name of the Board of Supervisors.

- k. No discourse at a public hearing, whether during general presentation and discussion or during the open portion of the hearing is required to be entered into the Minutes unless conducted at the Podium.
- l. Upon conclusion of speakers at the Podium, the Chairman shall close the public hearing. A motion and majority vote of a quorum of Board members present at a public hearing shall overrule the Chairman's decision to close the public hearing or to limit speakers, in which event speakers may continue until the Board by majority vote ends the public hearing. A motion and majority vote of a quorum of Board members present shall also close the public hearing in this event. An Action of Record may be taken at the close of a public hearing at the discretion of the Board. Board Member Reports shall facilitate the presentation of comments, reports and proposed Items of Business not otherwise part of the Meeting Agenda by individual Board members in round table fashion. Matters may be presented for information, discussion and action and/or scheduled for further consideration as an Item of Business at a future meeting of the Board. When speaking during Board Member Reports, Board members shall be limited to ten (10) minutes, at which time the Chairman may at his discretion suspend further presentation from the Board member and request action by consensus agreement of Board members present at the Board Table to permit additional time to conclude the presentation. No Board member shall yield time or place under Board Member Reports to any other Board member or other person. No member of the Board shall have any other position reserved for them on the Meeting Agenda other than under Board Member Reports.

8.6. The Board may at its discretion adopt specific rules and procedures relative to the conduct of certain types of public hearings other than those set forth in this Article. Such specific rules and procedures shall be adopted in the manner prescribed for amendment of these By-Laws set forth in Article 13 and shall become part of these By-Laws upon adoption. Where a public hearing is conducted by another party on behalf of or before the Board, the rules and procedures governing that public hearing shall be as prescribed by the party conducting it.

Article 9. Minutes of the Meetings of the Board of Supervisors

9.1. At all official meetings of the Board at which a quorum is present Minutes of the meeting shall be taken and shall be approved by the Board and recorded in the office of the Cumberland County Administrators Office.

9.2. Public Information Meetings and Workshop Meetings as defined in these By-laws may be recorded as Minutes at the direction of the Board. At any such meeting where an Action of Record is taken, Minutes shall be taken and approved by the Board and recorded.

9.3. Pursuant to § 15.2-1536 and § 15.2-1538 of the Virginia Code, the County Administrator shall serve as Clerk of the Board and shall carry out the duties specified in § 15.2-1539 of the Virginia Code. The County Administrator may designate a Recording Clerk to take and prepare the Minutes of the Board and to assist in the exercise of the office of Clerk of the Board. Minutes shall be prepared on the basis of both written notes and audio recordings. Where technically possible, audio recordings shall be made of all official meetings of the Board, subject to the provisions of Paragraph 9.2 of this Article. The specific language of the Minutes of any given meeting shall be at the discretion of the County Administrator, who shall endeavor to render the Minutes in the most accurate and neutral way possible. The County Administrator shall review and correct all Minutes prior to dissemination to the Board for adoption.

9.4. The Board may at its discretion generally prescribe the form and content of the Minutes of its meetings in keeping with professionally accepted standards for it. At minimum, the Minutes shall contain the styling of the Item of Business stated on the Meeting Agenda or modification thereof, the Action of Record, the vote by individual member or consensus expression of the Board, or directive of the Chairman. Where practical, a brief synopsis of any discussion of the Item of Business shall also be included.

9.5. Minutes of any meeting shall generally be presented at the next or following Regular Meeting of the Board where at least five (5) working days exist between the successive meetings.

9.6. Minutes shall not be considered official until approved by the Board and recorded. After approval of the Board but prior to recordation, the County Administrator may make additions or corrections to the Minutes that do not materially affect the substance or content of the Minutes. These include but are not limited to: correction of mis-spellings, typographical errors and incorrect grammar; page renumbering; clarification of content and errors of omission. Should evidence of an error in a recorded vote be discovered after approval but prior to recordation, the County Administrator shall attempt to verify it and correct by the best available means, including corroboration by individual Board members and other reliable witnesses to the meeting.

9.7. Should an error or evidence of an error in the Minutes of any Meeting of the Board be discovered after recordation, the County Administrator shall bring the error before the Board at the next official meeting as is practical. The Board by vote of a majority of those members present at the meeting at which the error was made shall correct the Minutes by amendment. Members of the Board not present at said meeting shall abstain from voting on the correction. Should no majority of Board members present at the meeting in which an error was made in the Minutes be or remain seated as members of the Board, a majority vote of the presently seated Board members shall then correct the Minutes by amendment.

9.8. Amendment to the recorded Minutes of any Meeting shall be entered as an Action of Record in the Minutes of the Meeting at which the amendment was made. In addition, and where practical as determined by the County Administrator or Recording Clerk, the recorded Minutes shall be altered to include the amendment, either by insertion of a new, corrected page in sequence or by separate Amendment Addendum at the beginning or first page of the recorded Minutes of the Meeting to be corrected. Whether by insertion of a new corrected page or by Amendment Addendum, the correction shall be clearly documented as a correction of previously recorded Minutes, indicating the first date of recordation, the date of Board action to amend the Minutes, and the date of recordation of the amended Minutes.

9.9. When audio recordings of Board meetings are made, the County Administrator shall cause their preservation for a period of time not to exceed two (2) calendar years from the date of the meeting, at which time they may be discarded. Where preserved, audio recordings shall be considered publicly accessible without charge upon prior appointment for review through the office of County Administrator.

9.10. When video recordings of Board meetings or portions thereof are made, the preservation of said recordings shall be at the discretion of the County Administrator. The Board may at its discretion direct the preservation of specific recordings, and the County Attorney may request preservation of specific recordings only if such recordings are needed to support legal proceedings, pending or anticipated.

9.11. Verbatim transcription of the proceedings of any meeting in its entirety shall not be undertaken except by majority vote of the Board and only in instances where excerpted verbatim transcriptions of a portion or portions of the proceedings are insufficient to address the need. Any verbatim transcription generated, whether of an entire meeting or portion(s) thereof, shall not be adopted or made part of the official Minutes of any meeting.

9.12. Individual members of the Board and the County Attorney may request excerpted verbatim transcription of a portion or portions of any meeting through the County Administrator. If requested by a member of the Board, the County Administrator and/or the Recording Clerk will make a reasonable effort to generate a requested transcription prior to any subsequent meeting of the Board; the generation of such transcription is subordinate to the preparation and review of the Minutes and other duties and responsibilities of the involved personnel. A request by the County Attorney shall be made only if such transcription is needed to support legal proceedings, pending or anticipated. The County Administrator at his discretion may make any verbatim transcription requested generally available to all members of the Board.

9.13. Unapproved Minutes shall be released publicly upon incorporation into and completion of the Meeting Agenda Book. At the discretion of the County Administrator, unapproved Minutes may be released publicly at an earlier time; availability of completed unapproved Minutes shall not compel release at such earlier time.

9.14. No recording device shall be used during any Closed Meeting of the Board unless the majority of the members of the Board present at the meeting vote to allow recording of the Closed Meeting. Any such recording shall remain in the sole custody of the County Administrator, County Attorney, Chairman or other member of the Board designated by the Board.

Article 10. Appointments of the Board of Supervisors

10.1. The Board at its discretion may, and where required and in accordance with the Virginia Code or other law, shall from time to time establish and make appointments of its members and other persons to various positions, groups, organizations, committees, advisory boards and other bodies, both formal and informal, for such purposes as are in the interest of the Board and county.

10.2. Except as otherwise provided in these By-laws or other law, appointments of the Board may be made at any official meeting upon motion and majority vote of a quorum of the Board and recorded as an Action of Record.

10.3. Except as otherwise provided by Action of Record or by law, all appointees of the Board shall be authorized and expected to represent the interests of the Board and county in all matters to which their appointment is charged.

10.4. Except as otherwise provided by law, all appointments of the Board shall discharge their duties with diligence and may be removed prior to the end of the term of said appointment by motion and majority vote of a quorum of the Board and recorded as an Action of Record. Any vacancy in an appointment shall be filled in the manner as the original and for the remainder of the original term of the appointment.

10.5. Pursuant to § 44-146.19 B. 2. of the Virginia Code, the Board at the Annual Meeting shall appoint one of its members or the County Administrator to be Director of Emergency Services of the county. The Director shall serve in that capacity until the next Annual Meeting, at which time he may be reappointed, or a successor appointed at the pleasure of the Board. A vacancy in the Director's position may be filled by a majority vote of the Board at any Regular or Special Meeting. The Director may be removed from that position and a successor appointed to fill the remainder of the original term by majority vote of the Board at any official meeting. During an impending or declared state or local emergency, in the absence of the Director of Emergency Services, the Chairman or Vice-Chairman of the Board shall assume the duties and responsibilities of that position pursuant to the Virginia Code. In the event either the Chairman or Vice-Chairman is the Director, the County Administrator shall serve as the third designee to assume responsibility in the absence of the Chairman or Vice-Chairman. In the absence of the Chairman, Vice-Chairman and County Administrator, any member of the Board may act in the capacity of Director of Emergency Services until such time as one of these three officials is able to assume the position. The Director of Emergency Services or any member of the Board acting in such capacity shall exercise only those powers granted in § 44-146.21 of the Virginia Code. The Emergency Services Coordinator of the county shall be an administrative employee of the office of County Administrator, subject to the

personnel policies of the Board.

10.6. The Board shall officially recognize no prerogative of any of its members to make or nominate appointments to any group, organization, committee, advisory board or other body except in accordance with the provisions of these By-laws or other law.

Article 11. Committees and Advisory Boards of the Board of Supervisors

11.1. Pursuant to § 15.2-1411 of the Virginia Code, the Board may at its discretion establish Committees of the Board and Advisory Boards by Resolution and vote of a majority of the Board members at any official meeting. Committees may be solely composed of members of the Board or may be jointly composed of Board members and other individuals appointed or otherwise authorized to participate in Committee activities. Board approval of such other individuals is not required unless specified by Resolution. Advisory Boards shall be composed persons other than members of the Board and may include other individuals appointed by Advisory Board members to participate in Advisory Board activities. Board approval of such other individuals is not required unless specified by Resolution. Board members may be appointed as ex-officio members of Advisory Boards.

11.2. A Resolution establishing any Committee shall state the purpose and scope of activities of the Committee, including any specific responsibilities for and grant of authority to pursue the matter for which it has been established. The Resolution shall state the composition of the members of the Committee, either by name or title, and may designate who shall chair the Committee, by name or title. No member of the Board shall be appointed to a Committee if not present at the meeting at which appointments are made. A majority vote of a quorum of the Board is needed to appoint Committee members.

11.3. Unless otherwise specified within the establishing Resolution, Committees shall be reestablished, and Committee appointments made at each Annual Meeting of the Board. Failure to reestablish dissolves the Committee as of adjournment of the Annual Meeting. Appointments to Committees may be for successive terms.

11.4. Unless otherwise specified within the establishing Resolution, Committees shall organize and direct their own affairs in the manner that their members deem appropriate to the matters that they are charged. These include, but are not limited to, adoption of Committee by-laws or procedures, designation of Committee officers, the taking of Minutes of Committee meetings, the appointment of sub-committees or working groups, solicitation of assistance in pursuit of Committee matters, and such other things as deemed appropriate by Committee members.

11.5. Meetings and activities of Committees shall be open to the public and notice shall be given of the meeting. Any Committee, when conducting business matters which are exempt from public disclosure pursuant to the Virginia Code may sequester itself for all or a portion of the Committee meeting at which such matters are being discussed.

11.6. Advisory Boards shall be subject to the provisions governing Committees of the Board as set forth in this Article.

11.7. The Board at its discretion may establish compensation for all Committee and Advisory Board members not to exceed fifty (\$50.00) dollars per meeting pursuant to § 15.2-1411 of the Virginia Code. Such compensation shall be specified in the Resolution establishing the Committee or Advisory Board, subject to Board appropriation of funds. Unless specified, no Committee or Advisory Board member shall receive compensation.

11.8. Committees of the Board and Advisory Boards shall only be established pursuant to this Article. Nothing herein shall be construed so as to prevent meetings or consultations by and between members of the Board, county administrative officials and employees and other parties for the purpose of pursuing matters of interest to the Board and county which are otherwise consistent with Virginia law.

Article 12. Offices of County Administrator and County Attorney

12.1. Pursuant to § 15.2-1536 of the Virginia Code, the Board shall appoint a County Administrator and a County Attorney. The County Administrator and County Attorney shall be employees of the Board, serving at the pleasure of the Board, and shall have their compensation established by the Board.

12.2. The County Administrator shall be the chief administrative officer for the county pursuant to § 15.2-1540 of the Virginia Code. The County Administrator shall exercise all powers, duties and responsibilities pursuant to § 15.2-407 and § 15.2-1541 of the Virginia Code and in accordance with the County Code and Board policies.

12.3. The County Attorney shall exercise all powers, duties and responsibilities pursuant to § 15.2-1542 of the Virginia Code and in accordance with the County Code and Board policies.

12.4. In the event of vacancy in the office of County Administrator due to death, resignation or removal from office, the Assistant County Administrator shall assume responsibility as Acting County Administrator until such time as the Board shall again fill that office. At the Board's discretion upon motion and vote of a majority of Board members at any Regular or Special Meeting, a county administrative employee other than the Assistant County Administrator may be designated as Acting County Administrator. The Assistant County Administrator is designated Deputy Clerk of the Board pursuant to § 15.2-1502 of the Virginia Code for the limited purpose of serving as Clerk to the Board in the temporary absence or unavailability of the County Administrator.

12.5. In the event of vacancy in the office of County Attorney due to death, resignation or removal from office, the Board may engage the services of private legal counsel to serve in the capacity of Acting County Attorney until such time as the Board shall again fill that office. In the event of the temporary absence or unavailability of the County Attorney, the Board authorizes the County Administrator at his discretion to engage the services of private legal counsel as necessary to represent the Board and county.

Article 13. Adoption and Amendment of By-laws of the Board of Supervisors

13.1. Upon adoption, the provisions of these By-laws shall take effect immediately and shall continue until amended or re-adopted. The full text of these By-laws shall be made part of the Minutes of the Meeting at which they were adopted.

13.2. Amendment to these By-laws may be made as an Item of Business on the Meeting Agenda or modification thereof at any Regular Meeting, Adjourned Meeting, Special Meeting, Called Special Meeting, and/or Rescheduled Meeting of the Board. Amendment to these By-laws shall be by vote of a majority of Board members and recorded as an Action of Record. Unless otherwise specified, any amendment is effective upon adoption; no amendment shall be made retroactively effective. The full text of an amendment to these By-laws shall be made part of the Minutes of the Meeting at which they were adopted.

Article 14. Limitations of By-laws of the Board of Supervisors

14.1. If any provision or requirement of these By-laws be found inconsistent with the provisions of the Virginia Code, the County Code, or any other law or statute, it shall be deemed void. In this event, all remaining provisions of these By-laws shall remain in full force and effect.

Article 15. Adoption and Amendment of General Policies and Operational Procedures of the Board of Supervisors

15.1 The Board may from time to time adopt such other General Policies and Operational Procedures as it deems necessary and appropriate to its conduct and to matters under its charge, such policies and procedures being consistent with these By-laws and other law.

15.2. Matters that the Board may address by General Policies and Operational Procedures generally shall be those not otherwise addressed by law, but which are material to the conduct, operation and interests of the Board or county.

15.3. Adoption and amendment of General Policies and Operational Procedures shall be made in a manner similar to that prescribed for the By-laws of the Board as set out in Article 13 and subject to the limitations set out in Article 14 herein.

--- NOTHING FOLLOWS ---

Supervisor Hamlet questioned why the version of By-Laws was posted for approval based on the request of only one Board member.

County Attorney, Kemper Beasley, clarified.

Members of the Board agreed to adopt the existing By-Laws; no changes as presented.

On a motion by Supervisor Tyree, and seconded by Supervisor Saunders, the Board approved the Board's By-laws as they were originally:

Vote: Mr. Hamlet – aye Mr. Newman – aye
 Mrs. Tyree – aye Mr. Stimpson – aye
 Mr. Saunders – aye

b. Review and approve Code of Ethics and Standards of Conduct

**CODE OF ETHICS AND STANDARDS OF CONDUCT
FOR MEMBERS OF
THE CUMBERLAND COUNTY BOARD OF SUPERVISORS**

Adopted January 13, 2026

CODE OF ETHICS

Recognizing that persons who hold public office have been given a public trust and that the stewardship of such office demands the highest levels of ethical and moral conduct, any person serving on the Cumberland County Board of Supervisors will adhere to the following Code of Ethics:

1.) Uphold the Constitution, laws and regulations of the United States, the Commonwealth of Virginia, and Cumberland County, and never knowingly be a part of their evasion.

2.) Put loyalty to the highest moral principles and to the county as a whole above loyalty to individuals, district, or particular groups.

3.) Give a full measure of effort and service to the position of trust for which stewardship has been granted; giving earnest effort and best thought to the performance of duties.

4.) Seek to find and use the most equitable, efficient, effective, and economical means for getting tasks accomplished.

5.) Adopt policies and programs that support the rights and recognize the needs of all citizens regardless of race, sex, age, religion, creed, Country of origin or disability.

6.) Avoid adopting policies, supporting programs, or engaging in activities that discriminate against or offend individuals because of race, sex, age, religion, creed, Country of origin, or disability

7.) Ensure the integrity of the actions of the Board of Supervisors by avoiding discrimination through the dispensing of special favors or unfair privileges, to any one whether for remuneration or not. A member should never accept for himself or family members, favors or benefits under circumstances which might be construed by reasonable persons as influencing the performance of governmental duties.

8.) Make no private promises of any kind binding upon the duties of any office, since a public servant has no private word which can be binding on a public duty.

9.) Engage in no business with the County Government, or the school system either directly or indirectly, which is inconsistent with the conscientious performance of government duties except as may be consistent with the conflict-of-interest statutes in the Code of Virginia.

10.) Never use any information gained in confidentiality in the performance of governmental duties as a means of making private profit.

11.) Expose through appropriate means and channels, corruption, misconduct, or neglect of duty whenever discovered.

12.) Adhere to the principle that the public's business should be conducted in the public view by observing and following the letter and spirit of the Freedom of Information Act using closed sessions only to deal with the sensitive personnel, legal matters, contractual matters, and other matters allowed by the Code of Virginia.

13.) Avoid using the position of public trust to gain access to the media for the purposes of criticizing colleagues, citizens or personnel, impugning their integrity, or vilifying their personal beliefs.

14.) Make sure, when responding to the media, that a clear distinction is made between personal opinion or belief and a decision made by the Board.

15.) Review these principles orally and in public session at the annual organizational meeting each year.

16.) Pledge to honor and uphold these principles, ever conscious that public office is a public trust.

STANDARDS OF CONDUCT

Recognizing that persons holding a position of public trust are under constant observation by the media and interested county residents, and recognizing that maintaining the integrity and dignity of the public office is essential for maintaining high levels of public confidence in our institutions of

government, every current and future member of the Board of Supervisors will adhere to the following Standards of Conduct:

- 1.) Avoid during public meetings and during the performance of public duties the use of abusive, threatening, or intimidating language or gestures directed at colleagues, citizens, or personnel.
- 2.) Pay all taxes due to the County, State, or National Government.
- 3.) Avoid a private lifestyle that causes public doubt upon the integrity and competence of the County Government.
- 4.) Make a conscientious effort to be well prepared for each meeting.
- 5.) Recognizing the dignity of each individual, the Board shall attempt to avoid offering public criticism of colleagues or County employees.
- 6.) Work to create a positive environment in public meetings where citizens will feel comfortable in their roles as observers or participants.
- 7.) Maintain an attitude of courtesy and consideration toward all colleagues and staff during all discussions and deliberations.
- 8.) Be tolerant. Allow citizens, employees or colleague's sufficient opportunity to present their views.
- 9.) Be respectful and attentive. Avoid comments, body language or distracting activity that conveys a message of disrespect for the presentations from citizens, personnel, or colleagues.
- 10.) Be concise. Avoid the practice of taking more time to address an issue before the body than is necessary and essential for an adequate consideration of those matters being discussed.
- 11.) Provide appropriate mechanisms for disciplining members who violate the code of ethics and standards of conduct by using, as a final measure of discipline, censure or removal from the position.
- 12.) Board members will follow the procedure of communicating directly with the County Administrator and/or the Chairman of the Board on all County matters.

CITIZENS AND MEDIA CONTACTS

- 1.) In responding to questions, from the media or citizens, Board members should:
 - a.) Remind the listener that they are not speaking for the entire Board;
 - b.) Clarify their position on a particular item;

c.) Make “no public comment” on closed session matters in reference to individuals, real estate, and other areas addressed pursuant to Section 2.2-3711 of the Code of Virginia.

2.) Each Board member must remember that personnel matters are to remain confidential and that it is the obligation of the Board and its membership to protect the privacy of the individual.

3.) The Board will focus on issues and avoid making public comments about individuals, staff members, fellow Board members, community residents or media representatives. The Board Chairman should be the main contact for County matters. When requested to do any interview, the Board member asked, should contact the Chairman and the County Administrator to tell them of the nature of the interview. In turn, they will tell the other Board members of the circumstances of the interview. This procedure does not preclude any member from responding to individual questions from the media.

On a motion by Supervisor Stimpson, and seconded by Supervisor Saunders, the Board approved the Code of Ethics and Standards of Conduct:

Vote: Mr. Hamlet – aye Mr. Newman – aye
 Mrs. Tyree – aye Mr. Stimpson – aye
 Mr. Saunders – aye

c. Review Committee Appointments

Cumberland County Board of Supervisors		
Calendar Year 2024 Board and Commission Assignments		
Board / Commission	Board Representative	Staff/Citizen Representative
Commonwealth Regional Council	Mr. Newman/Mrs. Tyree	Derek Stamey
Community Policy Management Team		Tiana Branch
Crossroads Community Services	Mr. Saunders	
Farmville Area Chamber of Commerce	Mr. Stimpson	
Heartland Authority	Mr. Newman	
Economic Development Authority	Mr. Hamlet/Mr. Newman	Derek Stamey
Piedmont Court Services	Mr. Saunders	Sheriff Darrell Hodges
Piedmont Regional Jail Authority	Mr. Saunders	Derek Stamey
Piedmont Juvenile Detention Center Board	Mr. Saunders	Derek Stamey
Piedmont Senior Resources	Mr. Stimpson	Derek Stamey
Planning Commission	Mr. Stimpson	Stephany Johnson

Social Services Board	Mrs. Tyree	Jerry Seal
STEPS	Mr. Stimpson	Derek Stamey
Workforce Development Board	Mrs. Tyree	Derek Stamey

Community Policy Management: As set forth in VA Code § 2.2-5206, The Children’s Services Act (CSA) requires that each local government establish a Community Policy and Management Team (CPMT). The CPMT manages and approves expenditures brought to them by Family Assessment and Planning Team (FAPT). They institute local policy and confirm state policies are followed. CPMT ensures eligible at-risk youth receive access to appropriate services. FAPT assesses at-risk children and families referred by local agencies for mental health treatment and other related services that provide assistance to children and families facing a mental health crisis, or other challenges, that requires assistance beyond what can be provided by private insurance or assistance through other agencies. The FAPT develops an individualized family service plan and provides the CPMT with a funding request designed to meet the need for services. The Children’s Services Act Program Coordinator assists both teams in carrying out the day-to-day implementation of the CSA program. CPMT members are typically agency Directors and FAPT members are often Supervisors. Both Teams are made up of members of Cumberland Social Services, Cumberland Schools, Piedmont Health Department, Crossroads Community Services Board, The 10th District Court Services Unit, a Private Provider and a Parent Representative. (Meets at 1:30PM on the third Monday of every other month)

Crossroads Community Services: Crossroads Community Services Board was organized in 1973 as a cooperative venture among the counties of Amelia, Buckingham, Charlotte, Cumberland, Lunenburg, Nottoway, and Prince Edward. The Services Board, the governing body over the agency’s programs, consists of representatives appointed by the Board of Supervisors in each of the counties and includes elected officials, individuals receiving services, family and community members. The focus of the Crossroads Community Services Board is to prevent and treat the occurrence of mental illness, intellectual disabilities, substance use and co-occurring disorders and to enhance the functioning of individuals and families who experience these conditions. The major efforts of Crossroads are directed toward the transformation into a true community-based system of care. Funding which supports the service delivery system comes from a variety of sources: state, local and federal governments, and fees for service (over 75% of revenue). (Meets on the 4th Tuesday of the month, committee meetings at 6PM, regular board meetings at 7PM-At the Farmville Crossroads Location; No regular meeting in December)

Farmville Area Chamber of Commerce: The County provides the Farmville Area Chamber of Commerce with information about the county for distribution (Meets on the 2nd Monday of each month at 11:45AM at the Community Center of The Woodland; Do not meet in July, August, or December)

Heartland Authority: Regional Economic Development group – Connected to Virginia’s Growth Alliance (Typically held on the 4th Tuesday at either 2 or 3PM and held quarterly (January, April, July, October); Held at Heartland Business Park, 200 Heartland Road, Keysville, VA)

Piedmont Court Services: Sheriff Hodges represents Cumberland County on this Board (Meets twice a year on a Wednesday at 6PM: location varies and goes to different counties)

Piedmont Regional Jail Authority: Comprised of six Counties, Cumberland, Buckingham, Amelia, Prince Edward, Nottoway, and Lunenburg. Each County provides three voting members, the Sheriff, the County Administrator, and one Supervisor. This Authority oversees the operation of the Piedmont Regional Jail and approves all expenditures. The Authority meets once a month in Farmville. (Meets on the 3rd Wednesday of the month at 1PM: -location at the Farmville Train Station)

Piedmont Juvenile Detention Center Board: This Board is a part of the Regional Jail Authority, but only the County Administrators sit on this Board. (meets on the 3rd Wednesday of every month at 11:30AM)

Planning Commission: The Planning Commission is a seven-member body, appointed by the Board of Supervisors, responsible for the review of land use and zoning matters for Cumberland County. The Planning Commission reviews applications submitted for changes to zoning districts, conditional use permits, zoning ordinance and plan amendments, and other land use and zoning matters. The Commission makes a recommendation on each item to the Board of Supervisors, who then makes the final determination on the recommended items during one of their regular meetings. (Meets the 4th Monday of the month at 6:30PM in the Circuit Courtroom and has 4 workshops a year at 6:30PM in the Board meeting Room)

Economic Development Authority: The Authority shall be governed by, and exercise the powers granted by, the provisions of the “Economic Development and Revenue Bond Act”, Title 15.2 of the Code of Virginia, as amended and as may hereafter be amended, subject to the provisions of that certain Ordinance creating the Authority adopted by the Board of Supervisors of Cumberland County, Virginia. The Authority shall be governed by a Board of Directors in which all powers of the Authority shall be vested, and which Board shall be composed of seven directors, appointed by the Board of Supervisors of Cumberland County, Virginia. (Meets on the 4th Tuesday of every other month at 9AM: Regular meetings are held in the Circuit Courtroom, workshops are typically held in the Board meeting Room)

Social Services Board: Virginia law mandates a Local Department of Social Services in every political subdivision of the state and specifies the duties and responsibilities of the Local Board. As a board member, you will learn about programs such as Medical Assistance, the Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families, (TANF), Energy Assistance, Child and Adult Protective Services, Foster Care, Adoption, Child Care Subsidy, and countless partnerships and initiatives designed to embrace, educate, and empower our citizens and neighbors. Cumberland Department of Social Services strives to provide excellent services to individuals, families, and the community in a respectful manner, by encouraging self-sufficiency, striving to preserve and restore families and protecting the wellbeing of children, the elderly and disabled. (Held on the 4th Tuesday of each month at 9AM; located at Cumberland Social Services)

On a motion by Supervisor Stimpson, and seconded by Supervisor Tyree, the Board approved the Committee appointments:

Vote:	Mr. Hamlet – aye	Mr. Newman – aye
	Mrs. Tyree – aye	Mr. Stimpson – aye
	Mr. Saunders – aye	

d. Approval of 2026 Proposed Meeting Schedule

Cumberland County Board of Supervisors 2026 Meeting Schedule

Second Tuesday of each month at 7:00 p.m.,

Circuit Courtroom of the Cumberland Courthouse unless otherwise noted

January 13, 2026

***January 27, 2026 (6:30 p.m.)**

February 10, 2026

***February 17, 2026 (10:00 a.m.)**

***February 19, 2026 (10:00 a.m.)**

***March 3, 2026 (6:30 p.m.)**

March 10, 2026

****April 07, 2026**

April 14, 2026

*****April 21, 2026**

May 12, 2026

June 09, 2026

July 14, 2026

August 11, 2026

September 08, 2026

October 13, 2026

November 10, 2026

December 08, 2026

January 12, 2027

***Budget Workshops (Located in Administration Conference Room)**

****Budget Public Hearing**

*****Adoption of Fiscal Year Budget, Tax Rates and CIP**

Adopted January 13, 2026

On a motion by Supervisor Tyree, and seconded by Supervisor Stimpson, the Board approved the 2026 Board meeting schedule:

Vote: Mr. Hamlet – aye Mr. Newman – aye
 Mrs. Tyree – aye Mr. Stimpson – aye
 Mr. Saunders – aye

e. Remote Attendance Policy

**CUMBERLAND COUNTY POLICY FOR PARTICIPATION
IN A PUBLIC MEETING THROUGH ELECTRONIC COMMUNICATION**

- A. A member of the Cumberland County Board of Supervisors (also known as “Board”) may participate in a public meeting, both in open session and in closed session, through electronic communication from a remote location, not open to the public, on the following terms and conditions:
 - a. Temporary or permanent disability or other medical condition.
 - i. The Board member requesting to participate in the meeting through electronic communication must:
 - 1. Notify the Board Chairman, in advance of the meeting, that he or she will be unable to attend the meeting due to a temporary or permanent disability or other medical condition that prevents the Board’s physical attendance at the meeting.
 - ii. The Board must:
 - 1. Record in its minutes the fact that the Board member is absent due to a disability or a medical condition; and
 - 2. Record in its minutes the remote location from which the member participated, which can be identified by a general description.
 - b. A medical condition of a Board member’s family that requires the Board member to provide care and prevents the Board member’s physical attendance.
 - i. The Board requesting to participate in the meeting through electronic communication must:
 - 1. Notify the Board Chairman, in advance of the meeting, that he or she will be unable to attend the meeting due to a family member’s medical condition that requires the Board member to provide care for such family member.
 - ii. The Board must:
 - 1. Record in its minutes the fact that the Board member is absent due to a family member’s medical condition that required the Board member to provide care for such family member; and

2. Record in its minutes the remote location from which the member participated, which can be identified by a general description.
 - c. The Board member's principal residence is more than Sixty (60) miles from the meeting location identified in the required notice for such meeting.
 - i. The Board member requesting to participate in the meeting through electronic communication must:
 1. Notify the Board Chairman, in advance of the meeting, that he or she will be unable to attend the meeting due to the meeting location listed in the required meeting notice being more than sixty (60) miles from his or her primary residence.
 - ii. The Board must:
 1. Record in its minutes the fact that the Board member is absent due to the distance between the members principal residence and the meeting location; and
 2. Record in its minutes the remote location from which the member participated, which can be identified by a general description.
 - d. Emergency or personal matter.
 - i. The Board member requesting to participate in the meeting through electronic communication must:
 1. Notify the Board Chairman, in advance of the meeting, that he or she will be unable to attend the meeting due to an emergency or personal matter; and
 2. Specify to the Chairman the nature of the emergency or personal matter.
 - ii. The Board must:
 1. Record in its minutes the specific nature of the Board member's emergency or personal matter; and
 2. Record in its minutes the remote location from which the member participated, which can be identified by a general description.
 - iii. Participation in a public meeting through electronic communication by a Board member due to an emergency or personal matter will be limited each calendar year to two meetings or 25 percent of the total meetings held per calendar year rounded up to the next whole number, whichever is greater.
- B. Electronic participation by a Board member as provided in Section A above shall be allowed only when all of the following conditions are met:
- a. A quorum of the Board is assembled pursuant to Virginia Code Section 2.2-3708.3; and
 - b. The Board has made arrangements for the voice of the remote Board member to be heard by all persons at the meeting location; and
 - c. Following confirmation from the Board Chairman (or the Vice Chairman if the Chairman is making the request) that he or she has received notification as required in Section A, a majority of the Board who are present and voting approve

the motion to allow the requesting Board member to participate in the meeting through electronic communication from a remote location not open to the public. If the participation by the Board member by electronic communication is not approved because such participation would violate this Policy, such denial shall be recorded in the minutes with specificity. In deciding whether to approve a Board member's request to participate in a public meeting through electronic communication from a remote location, the Board shall not consider the identity of the Board member making the request or the matters that will be considered or voted on at the meeting.

On a motion by Supervisor Saunders, and seconded by Supervisor Stimpson, the Board approved the Remote Attendance Policy:

Vote:	Mr. Hamlet – aye	Mr. Newman – aye
	Mrs. Tyree – aye	Mr. Stimpson – aye
	Mr. Saunders – aye	

13. Consent Agenda

- a. Approval of Bills
- b. Approval of Minutes (December 22, 2025 and January 8, 2026)
- c. 2025 Annual Business License Report

On a motion by Supervisor Tyree, seconded by Supervisor Stimpson and carried unanimously, the Board approved the consent agenda as presented:

Vote:	Mr. Hamlet – aye	Mr. Newman – aye
	Mrs. Tyree – aye	Mr. Stimpson – aye
	Mr. Saunders – aye	

14. State and Local Departments/Agencies

- a. Cumberland County Public Schools

Missy Shores, Superintendent, provided the Board with an update.

- b. Cumberland Public Library

Rick Ewing, Director of Central Virginia Regional Library, provided the Board with a monthly report.

c. VDOT

Assistant Residency Administrator, Brian Lokker, provided the Board with the following monthly report:

- FY 26 – Budget Update
 - Routine Maintenance Budget
 - \$1,623,052 planned
 - \$715,128 expended
- Construction Project Update
 - UPC 127078 – PM3C26 – Plant Mix**
 - Rt 45
 - Salem Church Rd to Bee Dr – 2.9 mi
 - Farmville Town Line to Jamestown Rd – 2.2 mi
 - Oak Forest Rd to Pipjunge Rd – 1.4 mi
 - Jennings Rd to Columbia Rd – 2.0 mi
 - Rt 600
 - S. Airport Rd to Bear Branch Rd – 3.4 mi
- Miscellaneous Items
 - General Maintenance
 - Buggy Signage/Beacons
 - Citizens Inquiries
 - Rt 601 – Clinton Rd – Study Ongoing
 - Rt 675 – Crowder Rd – Rural Rustic
 - Rt 60 School Photo Enforcement

d. Finance Director’s Report

i. Monthly budget Report:

There was no discussion regarding this item.

ii. CuCPS Appropriation

On a motion by Supervisor Saunders, seconded by Supervisor Tyree, and carried unanimously, the Board the approved the appropriation in the amount of \$10,000 to Cumberland County Public Schools for purposes as outlined in the

grant:

Vote: Mr. Hamlet – aye Mr. Newman – aye
 Mrs. Tyree – aye Mr. Stimpson – aye
 Mr. Saunders – aye

iii. Appropriation for Clerk of Circuit Court

On a motion by Supervisor Newman, seconded by Supervisor Hamlet, and carried unanimously, the Board the approved the appropriation in the amount of \$5,193.20 to the Circuit Court Clerk’s FY ’26 budget to reimburse for the cost of the system incurred and paid in the first half of FY ’26:

Vote: Mr. Hamlet – aye Mr. Newman – aye
 Mrs. Tyree – aye Mr. Stimpson – aye
 Mr. Saunders – aye

iv. Appropriation for Emergency Services Department

On a motion by Supervisor Tyree, seconded by Supervisor Hamlet, and carried unanimously, the Board approved the appropriation request in the amount of \$1,870.97 to the Department of Emergency Services FY ’26 budget:

Vote: Mr. Hamlet – aye Mr. Newman – aye
 Mrs. Tyree – aye Mr. Stimpson – aye
 Mr. Saunders – aye

e. Planning and Zoning Administrator’s Report

ii. Planning Project Updates

There was no discussion regarding this item.

f. County Attorney’s Report

County Attorney, Kemper Beasley, had nothing to report.

15. Old Business

16. New Business

a. Consideration of Employment Contract

County Attorney, Kemper Beasley, provided an overview.

On a motion by Supervisor Stimpson, seconded by Supervisor Tyree, and carried by the following vote, the Board approved the terms of an Employment Contract between Cumberland County Board of Supervisors and Mr. Don Unmussig; effective February 1, 2026:

Vote:	Mr. Hamlet – nay	Mr. Newman – aye
	Mrs. Tyree – aye	Mr. Stimpson – aye
	Mr. Saunders – aye	

b. Request to Set Public Hearing
i. CUP 25-03 Arcola Towers

On a motion by Supervisor Tyree, seconded by Supervisor Stimpson, and carried unanimously, the Board approved the request to set public hearing for CUP 25-03 Arcola Towers for February 10, 2026:

Vote:	Mr. Hamlet – aye	Mr. Newman – aye
	Mrs. Tyree – aye	Mr. Stimpson – aye
	Mr. Saunders – aye	

17. Public Hearings

a. Hecate Easement Agreement

County Administrator, Derek Stamey, presented the Board with an overview.

Betty Myers

With no other citizen signed up to speak, the Chairman closed the Public Hearing.

Supervisor Hamlet asked that conditions be added to require assistance with the maintenance of Samuels Drive.

On a motion by Supervisor Hamlet, seconded by Supervisor Stimpson, and carried unanimously, the Board approved the Hecate Easement Agreement as presented; under the conditions that they will assist with the maintenance of Samuels Drive:

Vote:	Mr. Hamlett – aye	Mr. Newman – aye
	Mrs. Tyree – aye	Mr. Stimpson – aye
	Mr. Saunders – aye	

18. Additional Information

- a) Treasurer’s Report
- b) DMV Report
- c) Monthly Business License Report
- d) Monthly Building Inspections Report
- e) Commonwealth Regional Council Report – December 2025 and Annual Report
- f) Approved Planning Commission meeting minutes – N/A
- g) Approved EDA meeting minutes – N/A
- h) Approved BZA minutes – N/A

19. Public Comments

Betty Myers thanked the adjuster to the website in reference to the Agendas and Minutes being readded to the main page. She also questioned why the landfill was left off of the Board’s Joint Workshop agenda the prior week. She also requested the By-Laws be added to the website. Mrs. Myers also added that she believed the county needed to form a contract on the landfill to include the monitoring of trash as well as the amount of revenue to the County.

Thomas Schwarts introduced himself and his wife as the new practitioners that are opening a clinic in the county (1883 Anderson

Hwy). He stated that they intend to open their offices by April 2026.

Gina Martin provided the Board with an update on the Animal Control Department. She also informed everyone of the interest meeting to help support her non-profit. She also questioned by the Chairman/Vice Chairman seat was not rotated as previously discussed.

April Morris spoke on behalf of the Volunteer Cartersville Squad and invited everyone to their upcoming events.

20. **Chairman and Board Member Comments**

Supervisor Hamlet provided a statement.

Supervisors Tyree and Newman thanked everyone for their attendance.

21. **Adjourn -**

On a motion by Supervisor Tyree and seconded by Supervisor Hamlet, the Board adjourned until the budget workshop of the Board to be held at 6:30 p.m. on January 27, 2026 in the Board Meeting Room located at 1 Courthouse Circle, Cumberland, Virginia.

John Newman, Chairman

Derek Stamey, County Administrator