

April 19, 2016

Virginia:

AT A CONTINUED MEETING of the Nelson County Board of Supervisors at 3:00 p.m. in the Old Board of Supervisors room (#420) located in the Nelson County Courthouse, in Lovingston Virginia.

Present: Thomas D. Harvey, North District Supervisor – Vice Chair
Constance Brennan, Central District Supervisor
Thomas H. Bruguiera, Jr. West District Supervisor
Allen M. Hale, East District Supervisor – Chair
Larry D. Saunders, South District Supervisor
Stephen A. Carter, County Administrator
Candice W. McGarry, Administrative Assistant/Deputy Clerk
Debra K. McCann, Director of Finance and Human Resources

Absent: None

I. Call to Order

Mr. Hale called the meeting to order at 4:04 PM, with all Supervisors present to establish a quorum.

I. FY16-17 Budget Work Session

Ms. McCann first reviewed the budgetary changes made at the previous work session on April 7, 2016 as follows:

<i>Changes from 4-7-2016 budget work session:</i>		
Expenditure Changes:		
Treasurer	Savings from credit card fees deferred to customer	-\$27,000
Technology	Deferred network server replacement	-\$20,000
EMS Council	Montebello base contribution reduced to \$11,000	-\$5,500
Paid EMS	Increase based on revised budget to include omissions of workers compensation insurance & 401K benefit.	\$13,500
Net Total:		-\$39,000

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Revenue Adjustments:		
Sales Tax	Adjusted to state FY16 estimate.	\$129,630
Compensation Board	Adjusted to Compensation Board Preliminary Estimate	\$10,228
		\$139,858
Budget Impact:		
	Net Expenditure Savings	\$39,000
	Total Revenue Adjustments	\$139,858
	Addition to Recurring Contingency	\$178,858

Ms. McCann noted that the Sales Tax figure shown reflected an increase from the current year. She noted that it varies as to whether or not the County hits the number because the County uses the State's estimate.

Mr. Harvey inquired about the Paid EMS budget increase and Ms. McCann explained how Mr. Sheets and Ms. Harris had not been including Workers Compensation expenses and 401K benefits in their budget numbers for the past several years. She advised that they had moved some of the salary money to benefits and made other reductions for a net increase of \$13,500. She added that no one got a pay cut; but that the salary numbers may have been somewhat inflated. It was noted that whereas County employees had the VRS retirement benefit, these employees had the same benefits as WPOA employees and therefore had 401K retirement benefits. Mr. Carter noted that these were transferrable through a roll-over option.

Ms. McCann further noted that with Worker's Compensation insurance was so costly because the Paid EMS crew was charged at a higher Vehicle Driver rate versus the Wintergreen Fire and Rescue people who were charged a lower Fire Protection rate. She noted that this was the case since they ran both fire and rescue.

Mr. Harvey inquired if it would be more economical for the County to provide these services and staff noted it probably would not be less expensive but it may be more efficient. Staff noted it could be studied if so directed by the Board.

Considerations – Agency Requests:

Supervisors and Staff reviewed the following table which shows the funding amounts agreed upon during the work session in the far right column.

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Agency	FY17 Request	Incr/Decr From FY16	%	Recommended FY17	Incr/Decr From Request	%	Approved FY17
Health Department	\$257,071	\$12,092	4.9%	\$244,979	(\$12,092)	-4.9%	\$244,979
Region 10 Community Services Board	\$111,290	\$12,704	12.9%	\$98,586	(\$12,704)	-12.9%	\$98,586
PVCC	\$29,518	\$27,005	1074.6%	\$29,518	\$0	0.0%	\$2,442
Th. Jefferson Planning Dist. Commission	\$17,741	\$249	1.4%	\$17,741	\$0	0.0%	\$17,741
Th. Jefferson Soil & Water	\$33,075	\$1,575	5.0%	\$31,500	(\$1,575)	-5.0%	\$33,075
Extension Service	\$53,368	\$771	1.5%	\$53,368	\$0	0.0%	\$53,368
Regional Library	\$297,042	\$31,858	12.0%	\$265,184	(\$31,858)	-12.0%	\$285,963
TJEMS Council	\$19,629	\$0	0.0%	\$19,629	\$0	0.0%	Revisit
JABA	\$104,041	\$7,541	7.8%	\$96,500	(\$7,541)	-7.8%	\$96,500
JAUNT (excluding Wintergreen contribution)	\$85,595	\$19,419	29.3%	\$66,176	(\$19,419)	-29.3%	\$66,176
JAUNT (Wintergreen contribution)	\$37,952	\$14,214	59.9%	\$37,952	\$0	0.0%	\$37,952
MACAA	\$33,910	\$3,996	13.4%	\$29,914	(\$3,996)	-13.4%	Revisit
Shelter for Help	\$8,160	\$160	2.0%	\$8,160	\$0	0.0%	\$8,160
Sexual Assault Resource Agency	\$900	\$100	12.5%	\$900	\$0	0.0%	\$900
OAR/Community Corrections	\$6,810	\$2,041	42.8%	\$4,769	(\$2,041)	-42.8%	\$4,852
Piedmont Workforce Network	\$2,261	\$2,261	100.0%	\$0	(\$2,261)	100.0%	\$0
Economic Development Authority	\$5,000	\$0	0.0%	\$5,000	\$0	0.0%	\$2,500
Central VA Economic Dev. Partnership	\$10,000	\$0	0.0%	\$10,000	\$0	0.0%	\$10,000

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Community Development Foundation	\$58,515	\$2,786	5.0%	\$55,729	(\$2,786)	-5.0%	\$55,729
Central Va. Small Business Dev. Center	\$7,500	\$0	0.0%	\$7,500	\$0	0.0%	\$5,000
Gladstone Senior Center Meals	\$8,254	\$0	0.0%	\$8,254	\$0	0.0%	\$8,254
Rockfish Senior Center Meals	\$8,367	\$0	0.0%	\$8,367	\$0	0.0%	\$8,367
Schuyler Senior Center Meals	\$5,544	\$0	0.0%	\$5,544	\$0	0.0%	\$5,544
Va. Institute of Government	\$1,000	\$0	0.0%	\$1,000	\$0	0.0%	\$1,000
Wintergreen Performing Arts	\$10,000	\$0	0.0%	\$10,000	\$0	0.0%	\$10,000
Community Center Tax Refunds	\$18,064	\$2,064	12.9%	\$18,064	\$0	0.0%	\$18,064
CASA	\$3,500	\$1,000	40.0%	\$2,500	(\$1,000)	-40.0%	\$3,500
TOTALS	\$1,234,107	141,836	13.0%	\$1,136,834	(\$97,273)	-8.9%	

The Board and Staff discussed the following Agency requests:

Health Department:

Ms. McCann noted that the requested increase was relative to salary and health insurance increases. She noted that some of their budget reductions were one-time costs associated with grants received last year. She noted that 3,372 beneficiaries were shown and these were for mandated services. Mr. Carter advised that universally agencies were claiming to serve more people, however Nelson's population was declining.

Ms. McCann noted that salary and fringes went up 9% when they included a 2% increase in health insurance, a 2% COLA and a 3% increase in their VITA contract. She then explained that the VITA rates were determined by VITA and were their prescribed rate for their services.

Mr. Carter noted that if level funded, they would use local only funding to cover it.

The Board agreed by consensus to provide level funding.

Region Ten Community Services Board:

Ms. McCann noted that 50% of their funding came from Medicaid and they proposed to serve 630 people. She noted that they indicated increased costs due to a cost of living adjustment (COLA) and an increase in health insurance costs. It was noted that the staff consensus was to provide level funding.

Supervisors agreed by consensus to provide level funding in the amount of \$98,586.

PVCC:

Staff noted that the capital planning money was approved in the FY18 State budget and not in FY17. Ms. McCann advised that PVCC had indicated that the County could defer its capital contribution until next year or start now and escrow it and be done a year earlier.

Supervisors agreed by consensus to not fund the capital contribution of \$27,076 in this fiscal year and to provide the requested \$2,442 in regular funding.

TJPDC:

Staff noted that their costs were related to three components: a per capita amount, the Legislative Liaison, and the Ride Share Program. The overall increase was noted to be \$248 which was funded in the budget.

Supervisors agreed by consensus to provide the additional funding requested of \$248 for a total of \$17,741.

TJSWCD:

Ms. McCann reported that they requested \$1,575 more in funding. She briefly noted the programs provided and the benefits. Mr. Carter noted that they were making funding work in the County and staff had no hardship with their request. He noted that they managed the County's Erosion and Sediment Control program and have interfaced with river analyses. He added the request was in line and they had been level funded for a few years.

Supervisors agreed by consensus to provide the additional funding requested of \$1,575 for a total of \$33,075

Extension Service:

Staff noted that they had a small budget increase and it was funded in the budget. It was noted that the County paid a portion of the shared livestock position with Amherst County.

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Supervisors agreed by consensus to provide the additional funding requested of \$771 for a total of \$53,368.

Regional Library:

Staff noted that the library wanted to increase its hours of operation and they had added \$11,079 for a part time position. It was noted that \$10,000 of the increase was related to the County's increase in its share of regional administrative services. Ms. McCann noted that the requested amount for this was \$102,468 and last year it was \$92,327. The increase to Nelson was \$21,000, of which, \$11,000 was related to the new position proposed for expanded hours. It was noted that their salaries were part of the Charlottesville City pay system and they were on the last year of a three year phase in of pay increases.

Ms. Brennan stressed the importance of continuing to be a member of the regional library system and Mr. Harvey noted that they would fund the regional needs first and anything short would affect local funding.

Ms. Brennan noted that the County needed to address the building needs and Mr. Carter advised that Paul Truslow was working on the handicap accessibility issues noted by the library. Ms. Brennan noted that there was still a lot to be done there and some of the fixes may not meet ADA requirements and she cited the bathroom solution as an example.

Mr. Harvey inquired about the option of moving the library to the old Lovingson Healthcare Building. It was noted that the architects had advised that it could be done, however they were concerned about the spaces within the building be small and it would need a lot of rework. Mr. Carter advised that the overall guesstimate was \$3.4 million to use it for County offices. He added that the building had low ceilings and none of the rooms were large enough for the library. Mr. Hale noted that the County would be better off building a new building for the library. Mr. Carter then advised that staff and Ms. Brennan were meeting with Valley Care Management on Thursday about their use of the building.

Ms. McCann then advised that the only discretionary spending was for the additional hours of operation. She noted that if their funding was cut, they would cut positions and hours and if the other funding was not provided, they would make cuts locally.

Supervisors agreed by consensus to fund the regional and local increases; but not the new position. The library funding request was reduced by \$11,079 for a total funding amount of \$285,963.

TJEMS Council:

Mr. Carter advised the Board to look at this request. He noted that Nelson was paying more than anyone including Albemarle. He added that staff had met with the new Executive

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Director who said that they had not done anything in Nelson in two (2) years and training had been provided to ten (10) people over that time span.

Mr. Harvey noted that he thought that County rescue agencies got their share of grants for ambulances through them. Mr. Carter noted that so would the other member localities and Nelson was paying more than Albemarle and double some of the others. Ms. McCann advised that their reported beneficiaries were 10.6% of the total and if this were multiplied by the total agency contribution, Nelson's share would be \$9,473 – about half of their request.

Mr. Harvey supposed that there was an explanation for a lot of this and he thought that perhaps Albemarle and Charlottesville provided in-kind support that was not reflected in those numbers.

Mr. Carter noted that the new Director wanted to do more and was honest about the previous services rendered; however he still thought that Nelson's share was disproportionate.

Supervisors agreed by consensus to have staff follow up with the Director and ask him for the impact of such a funding reduction.

JABA:

Ms. Brennan advised that JABA would be okay with level funding.

Supervisors agreed by consensus to provide level funding of \$96,500.

JAUNT:

Mr. Hale noted that he had discussed this with the County's Board member and level funding was okay with them. He noted there was some confusion in preparing the budget.

Supervisors agreed by consensus to provide level funding of \$66,176 and an increased amount for Wintergreen of \$37,952. It was explained that the Wintergreen contribution had been agreed upon by them and that the funds had to come through the County as a local match to other federal and state funding. It was noted this was a pass through for the County.

MACAA:

Ms. McCann noted that they asked for a 5% increase and that the County had never funded the Step to Success program; which was a financial literacy program.

Mr. Carter advised that the staff consensus was that it was unsure as to what they were delivering for the County and he thought that Head Start should be paid for by the Schools. He added that he has asked MACAA to report on their effectiveness with Project Discovery.

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Supervisors agreed to defer consideration of this request until more information was received.

Shelter for Help:

Ms. McCann reported that in FY15, they provided shelter for three (3) people from Nelson County for a total of 281 bed nights. She added that they had a counseling component to their program and in FY15 they provided this service to nineteen (19) Nelson residents.

Ms. Brennan asked if the County was paying its proportionate share and Ms. McCann advised that the local share was based on usage and Nelson's was 3% for a 3 year average.

Supervisors agreed by consensus to fund the requested increase of \$160 and it was noted that this was funded in the budget for a total of \$8,160.

Sexual Assault Resource Agency:

Ms. McCann noted that they had requested \$100 more in funding for a total of \$900 which was funded in budget.

Supervisors agreed by consensus to provide the increased funding as reported of \$900.

OAR/Community Corrections:

Ms. McCann noted their three (3) programs: Pretrial, Probation, and the Planner Position. She noted that the Pretrial program did not have an increase and was \$500, Probation had an \$83 increase, and the Planner position had a \$1,958 increase requested.

Mr. Carter explained that the increase in the Planner Position was to retain the position full time if the grant funding for the full time position was lost. Ms. Brennan advised that there was interesting work being done to collect and analyze data to reduce the jail population. Mr. Carter added that the Planner had reported at a Jail meeting and he was certainly effective at what he did. He noted that his concern was that the prisoner population remained steady and was seemingly consistent. He also noted that the jail staff collected and analyzed data and he was concerned about the duplication of effort. Ms. Brennan advised that the Planner was also looking at the other regional jail not just ACRJ.

Mr. Hale and Mr. Bruguiere advised that they were not in favor of the increase for the Planner position. Ms. Brennan countered that she thought he was doing a great job and that everyone was trying to understand the issues regarding incarceration. Mr. Carter agreed that the position was effective; however he was not sure it needed to be full time since the Jail was doing similar things.

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Supervisors then agreed by consensus to not fund the additional \$1,958 for the Planner for a total funding amount of \$4,852.

Piedmont Workforce Network:

Ms. McCann noted that this has not been funded in the past. Mr. Carter added that in other localities he sat on the Board and he was not sure why the PWN needed more local money when they got a significant amount of federal money for their work. Mr. Bruguiera agreed that this was redundant.

Supervisors agreed by consensus to not provide funding of the \$2,261 request.

Economic Development Authority:

Mr. Hale questioned what the \$5,000 in funding was used for and Ms. McCann advised it was used for salaries and mileage. She noted that they were meeting quarterly and there were five members. Mr. Hale noted that this should only cost \$2,000 per year if it cost approximately \$500 per meeting.

Mr. Saunders then inquired as to how much money they had in their bank account and Ms. McCann noted she could find out. Mr. Hale reiterated that they needed to work on collecting road maintenance money.

Ms. McCann then advised that staff had not received a report from them because they were asking for the same funding.

Supervisors then agreed by consensus to reduce their funding by \$2,500 for a total funding amount of \$2,500. Ms. McCann was asked to get the specifics on the bank account balance.

Mr. Hale then noted that they used to pay the regional partnership out of their funds and now they did not. Supervisors then briefly discussed land sales in the Calohill business park and Mr. Carter noted that they had sold land over there to someone in Staunton and it was still an outstanding obligation. Ms. Brennan then asked to have the chair of the EDA over to explain what they were doing sometime during the year. Mr. Saunders noted his attendance of a recent meeting and he thought there would be activity going on in the next six (6) months to a year.

Ms. McCann then supposed that they should have money left over from last year if they were meeting quarterly and she would check the account.

Mr. Saunders questioned the funding for the Route 29 Corridor Study and staff noted this was in a separate line item that had been zeroed out. Mr. Carter noted that staff was working with the PDC and a private company to come up with a better strategy with less historical analysis. He noted that this would be brought back to the Board for consideration. He added

that at the retreat, the Board priority was to look at this county wide; so the study may be broader than just the Route 29 corridor. He added that the Board could then appropriate money based on the final proposal.

Central Virginia Economic Development Partnership:

Ms. McCann noted that they have a per capita formula; however they have set a \$10,000 minimum. She added that Nelson's per capita amount would be \$7,500. Mr. Carter noted that he has advised the Executive Director that he did not think this was fair to Nelson.

Mr. Carter noted he would have to speak with them but he thought they could exclude the County until it paid the full amount. He added that he thought they worked hard; however they had not brought anything to Nelson.

Ms. McCann then reported that the Partnership provided funding of \$18,000 to the Small Business Development Center.

Supervisors agreed by consensus to fund \$10,000 for another year and no change was made by the Board.

Community Development Foundation:

Ms. McCann noted that they had requested a \$2,786 increase which was primarily related to a 3% salary adjustment. Ms. Brennan noted she thought they should get whatever pay adjustment the County gets.

Mr. Carter noted that he had asked them for their employees' compensation and theirs was significantly more than the County's. He added that their Office Manager's salary was \$41,000 in fiscal year 2015.

Ms. Brennan noted that they were doing good work and providing housing for people. It was noted that was mostly through grants and some income at the Nelson Center. Mr. Carter added that most of their revenues were from regional grants and the County was the conduit for those.

Mr. Harvey questioned if their loans were paid off yet and Mr. Carter advised he was unsure; however the County was paying more in rent in the first five (5) years. He added it was less than \$2,000 per month now. Mr. Carter noted he would have to check on this with the Foundation since their audit did not include a debt amortization schedule. He noted that the County was paying them \$55,000 in rent and paying \$50,000 directly to them. He noted that the Foundation pointed out that they were making money from renting or leasing housing and the County was getting the tax benefits. Ms. Brennan noted that they were using their funds to continue building properties and Mr. Carter noted that his concern was that

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they were paying their employees significantly more than the County's and their work load was not as significant.

Mr. Harvey advised that he wanted to look at the potential for reduced rent based on their reduced debt service. Mr. Carter advised that the County was paying rent at the Nelson Center for the Recreation Department and Extension which cost approximately \$55,000 per year. It was noted that the County also paid rent at the McGinnis Building.

Supervisors agreed by consensus to provide level funding for now at \$55,729 and no Change was made by the Board.

Central Virginia Small Business Development Center:

Ms. McCann advised that they received federal funding and had to have an overall match of \$64,000. She noted that in looking at locality shares, Nelson's total share of \$62,000 was 7.4% and this would equate to \$4,588 rather than \$10,000. She added that they were asking for same amount as last year of \$7,500. Mr. Hale noted that he thought the budget process should consider benefits to the County and Ms. Brennan added that she thought their training seminars were good.

Supervisors agreed by consensus to provide funding of \$5,000.

Gladstone Senior Center Meals, Rockfish Senior Center Meals, Schuyler Senior Center Meals:

Mr. Hale noted his concern about Schuyler because Junior Tyler and his wife were not going to continue doing the meals and no one has stepped forward. Mr. Sanders indicated that Gladstone was the same. Mr. Hale noted that Schuyler only had one meal per month; however it was very popular.

Mr. Hale and Mr. Harvey suggested leaving the funding in the budget for now; but not disbursing it automatically. Ms. McCann noted that this may affect their tax rebates and Mr. Saunders noted that Gladstone may be reorganizing but has not yet. He added that they had only five (5) seniors meeting now.

Supervisors agreed by consensus to leave the funding in the budget as requested and not disburse it until directed further. No change was made by the Board.

Virginia Institute of Government through Community Center Tax Refunds:

Supervisors agreed by consensus to provide level funding for these agencies as follows:

Va. Institute of Government	\$1,000
Wintergreen Performing Arts	\$10,000

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Community Center Tax Refunds \$18,064

CASA:

Ms. McCann noted that they had requested an increase of \$1,000 that would support the Advocate Manager. She noted that they had served ten (10) Nelson kids and trained three (3) Nelson CASA volunteers and were projecting to serve thirteen (13) beneficiaries next fiscal year.

Ms. Brennan noted that the CASA pinwheel event represented eighty-seven (87) abused and neglected children reported last year in Nelson and she suspected there were more that went unreported.

Ms. McCann advised that they did get state funding through the Victims of Crime Act and they were changing the way that was calculated; they could now only count children served by volunteers and that had reduced their State funding.

Mr. Hale and Ms. Brennan noted their support for their work and were in favor of funding the increase.

Supervisors agreed by consensus to fund their request of \$3,500.

II. Other Business (As May Be Presented)

School Nurse Funding:

Mr. Carter advised the Board that in looking at school funding for Nelson on the Department of Education's website, it showed funding for School Nursing Salaries of \$114,000; however the Board was also paying the full cost of the School Nursing program. He added that he thought the State funds should be used to pay for that program.

It was noted that the School Nursing funds paid for having nurses on staff at schools as well as associated costs. Ms. McCann noted that the budgeted cost of the School Nursing program was \$235,000 and was covered by the County; but yet the Schools was getting \$114,000 from the State for this. Ms. Brennan suggested that staff ask for an accounting of the School Nursing funds and noted that she was not in favor of reducing it. Mr. Bruguere then questioned where the \$114,000 in state funding was going and Mr. Harvey and Ms. McCann supposed it was going back into the school budget and used for other purposes. Mr. Hale and Mr. Bruguere questioned why the County was paying for it if the State was providing funding and it was suggested that perhaps the County should only fund the difference.

Supervisors then agreed by consensus to defer a decision on this and no change was made by the Board.

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Sheriff Department Use of Turnover and Vacancy Savings:

Ms. McCann provided the following staff analysis regarding the Sherriff's request from the April 12, 2016 Board of Supervisors meeting to use departmental savings to purchase a new vehicle and to increase his salary by 5%:

Vacancy Salary Savings (One time savings from Compensation Board Positions vacant for 1-2 months) \$31,749

Turnover Salary Savings (Due to changes in supplements January-June 2016) \$15,169

Information is also attached that provides the state code sections in regards to the county's requirement to pay a 5% salary adjustment in lieu of the county paying the 5% employee VRS contribution for those employees in service (Nelson County Board of Supervisors as employer) on June 30, 2012. Since that time, information is provided to employees during the hire process in regards to the requirement incumbent upon them as employees to contribute 5% of wages to the Virginia Retirement System.

The referenced attachment is: Commonwealth of Virginia Compensation Board Email Memorandum to Constitutional Officers Regional Jail Superintendents, and Directors of Finance Local Governing Bodies from Robyn M. de Socio Executive Secretary, dated April 15, 2013 RE: Governor's Amendment #8 Non-Supplanting of Salary Funds.

State Code Language Attachments were as follows:

Language Attachments
April 15, 2013

Governor's Amendment #8 to the enrolled budget bill:

"S. Localities shall not utilize Compensation Board funding to supplant local funds provided for the salaries of constitutional officers and their employees under the provisions of Chapter 822, 2012 Acts of Assembly, who were affected members in service on June 30, 2012."

Chapter 822 of the 2012 Acts of Assembly. 2nd enactment clause:

"2. That any county, city, town, local public school board, or other local employer that currently pays any portion of member contributions to the Virginia Retirement System that the member will be responsible for paying pursuant to the provisions of this act shall provide an increase in total creditable compensation, effective July 1, 2012, to each affected member who was in service on June 30, 2012, to offset the cost of the member contributions. Such increase in total creditable compensation shall be equal to the difference between five percent of an employee's total creditable compensation and the percentage of the member

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contribution paid by the local member on January 1, 2012. If a county, city, town, local public school board, or other local employer elects to phase in the member contributions pursuant to subdivision F 3 or F 4 of § 51.1-144 of the Code of Virginia, the increase in total creditable compensation may also be phased in at the same rate."

Excerpt from §15.2 -2507, Code of Virginia (paragraph B):

"B. Pursuant to the requirements of §§ 15.2-1609.1, 15.2-1609.7, 15.2-1636.8, and 15.2-1636.13 through 15.2-1636.17 every county and city shall appropriate as part of its annual budget or in amendments thereto amounts for salaries; expenses and other allowances for its constitutional officers that are not less than those established for such offices in the locality by the Compensation Board pursuant to applicable law or, In the event of an appeal pursuant to § 15.2-1636.9 by the circuit court in accordance with the provisions of that section."

Use of Turnover and Vacancy Savings:

Ms. McCann noted Sheriff Hill's previous request and noted that Vacancy Salary Savings, one time savings, amounted to \$31,749. She explained that he had drawn down State Compensation Board funds that offset eligible expenses and he was requesting that those funds be reallocated to the Department for a vehicle. She noted those savings stemmed from positions not being filled immediately and a current vacant position. She noted that those funds were State funds and not local funds.

Ms. McCann then explained that the Turnover Salary Savings related to changes in the local salary supplements because of turnover and amounted to \$15,169. She added that these were supplements that the County paid per the policy and that this money was not expended. Ms. McCann then noted that within the Compensation Board system as it was, he was able to go in and change salaries around such that in March, seven (7) employees in his department got salary increases. She added that the Constitutional Officers had the ability to give increases within the State Compensation Board system and these increases would be recurring.

Staff then clarified that the Sheriff wanted to use one time money to purchase a vehicle.

5% Salary Increase Request:

Ms. McCann reiterated that Sheriff Hill had requested that the Board adjust his salary by 5% because of the employee cost of 5% for VRS retirement. She explained that on July 1, 2012, the State mandated that Counties no longer pay the 5% employee contribution to VRS retirement. She added that at the same time, the General Assembly mandated that every locality also give employees a 5% raise to offset this mandate. She advised that this was a one-time mandate on that date. She noted that staff has advised the Sheriff that this was not applicable to him and that no other employee since 2012 had received this 5% in additional salary. Mr. Hale further noted that the reason was clear, employees would have had a

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reduction in pay of 5% at the time. Ms. McCann reported that all hires were now advised that a 5% employee contribution to VRS would be taken out of their salary.

Mr. Hale and Mr. Saunders agreed that there was no question that new employees would have to pay the 5% period.

Mr. Bruguere inquired about the Sheriff's previous VRS employment and Ms. McCann noted that Sheriff Hill had been a School Board employee and would have received that 5% at that time from the School Board.

Mr. Carter noted that when former Sheriff Brooks came into office, he only got the State Compensation Board salary and nothing beyond that. He reiterated that staff had advised Sheriff Hill of this and the policy and reiterated that the 5% was a one time deal and applied to those employed in 2012.

Mr. Hale added that the 5% salary increase was given to offset the mandated 5% VRS contribution and Ms. Brennan noted that the Board had decided not to phase in the increase rather to do all 5% at once.

Supervisors then agreed by consensus to not provide the 5% salary increase requested.

Mr. Harvey commented that the process was wrong and the Sheriff should not have come to the Board with this as it was not the proper way to handle it. Mr. Carter agreed and noted that he had come to staff and was told it couldn't be approved at the staff level as his request went against the policy put in place by the Board; so his only recourse was to go to the Board. Mr. Harvey then agreed that ultimately it was the Board's decision. Mr. Carter then advised that the Commissioner of Revenue came to staff with the same request and was told the same thing; that staff would not violate the Board's policy. Mr. Carter then noted that the Board had decided to go against the policy to hire new Sheriff's Department people and Mr. Harvey noted that this was so he could hire the most qualified people. Ms. McCann advised that staff had allowed the Sheriff flexibility with the funding for the local positions.

Supervisors then commended the Sheriff for garnering the Compensation Board savings and Ms. McCann and Mr. Carter acknowledged that it was a good thing; however it was his job and he should have done what he did to get the State Compensation Board funds of \$31,749. Mr. Harvey suggested that the Sheriff should work more closely with staff to be sure he was not going down the wrong path.

Ms. McCann then advised that staff was also looking at Sheriff's Department positions in the pay study that was in process.

Mr. Saunders asked if staff had looked to see how much revenue the Sheriff's Department was bringing in and Mr. Carter advised that they had not.

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Supervisors then agreed by consensus to take no action on this request.

Ms. McCann noted that they could address this when the Board reviewed all of the vehicle requests. Mr. Bruguiera agreed that if they thought they needed another car over and above the two (2) that were budgeted, then it could be decided then. Mr. Harvey added that the Board had kept up with providing vehicles.

Mr. Saunders noted that this type of request could go on all year and Mr. Carter noted that typically when departments had savings, it just went back to the County.

Mr. Harvey acknowledged some departmental growing pains but he agreed with hiring the best people and the Board had helped the Sheriff do that. Mr. Bruguiera commented that there was a lot of turnover in the previous administration and Mr. Harvey noted he thought this to be an industry problem and that Albemarle County could not keep people.

III. Adjourn and Continue Until _____, 2016 at _____ in the General District Courtroom for the Conduct of a FY16-17 Budget Work Session.

Supervisors discussed the date of the next budget work session and agreed upon Tuesday, April 26, 2016 at 4pm in the Old Board of Supervisors Room #420. Supervisors noted they would look at School funding, pay increases, and new positions. It was noted that they would decide after that meeting if a joint meeting with the School Board was necessary.

At 5:55 PM, Mr. Saunders moved to adjourn and continue until April 26, 2016 at 4:00 PM in the Old Board of Supervisors Room and Mr. Bruguiera seconded the motion. There being no further discussion, Supervisors voted unanimously by voice vote to approve the motion and the meeting adjourned.