

April 2, 2013

Virginia:

AT A CONTINUED MEETING of the Nelson County Board of Supervisors at 1:00 p.m. in the Board of Supervisors Room located on the second floor of the Nelson County Courthouse.

Present: Constance Brennan, Central District – Vice Chair
Larry D. Saunders, South District
Allen M. Hale, East District
Thomas D. Harvey, North District
Thomas H. Bruguire, Jr. West District – Chair
Stephen A. Carter, Clerk
Melissa Thompson, Acting Deputy Clerk
Debra K. McCann, Director of Finance and Human Resources

Absent: Candice W. McGarry, Deputy Clerk

I. Call to Order

Mr. Bruguire called the meeting to order at 1:11 PM, with four Supervisors present to establish a quorum and Mr. Harvey arriving thereafter.

II. NEW BUSINESS/UNFINISHED BUSINESS

A. FY 13-14 Budget Work Session

E-911 Maintenance Agreements:

Members began by reviewing the E-911 budget which contained increases due to the higher cost of maintenance service contracts. Mr. Carter noted it increased \$54,000 and is all attributable to the radio project. Mr. Carter explained that even though all of this equipment is new, these were more like insurance in case something went wrong. Mr. Carter noted that these numbers were provided by Motorola and there is the potential for this to be lower. Mr. Hale noted there being a progression of higher costs over the years. Mr. Carter noted that staff would get the documents on this. Ms. McCann noted that \$83,200 was associated with a full year for the radio system; however this could be lowered for a partial year to \$77,000. She noted this budget line included maintenance on a variety of systems with different companies. Mr. Carter noted that these ensured immediate coverage if something goes down. Members discussed the necessity of these maintenance agreements and it was agreed that public safety communications could not be down. Ms. McCann then noted that Ms. Rorrer's itemization of these totaled \$165,900 and her request was for \$175,000 which meant this line could be reduced by \$9,100. Members questioned what services were received on these and Mr. Hale noted that he thought these kinds of things needed more oversight. Ms. McCann noted that there were warranty issues if service was not provided by a certified person from the associated company. Mr. Carter noted that staff would provide the specifics of these to the Board.

Mr. Saunders noted that the new equipment should be under warranty and maybe maintenance service contracts could be purchased after the first year. Staff discussed that it was possible some of the

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maintenance service contracts would not be needed until the end of next fiscal year and Ms. McCann reiterated that the radio system number could be lowered by \$9,100. Members agreed by consensus to make this reduction.

Waste Management:

Ms. McCann noted that a reduction in tonnage was expected and therefore the tipping fees paid were reduced. She noted that transportation fees went up somewhat due to inclusion of a full year of transportation to the new Campbell County landfill. Mr. Carter noted this was approximately twenty-five miles roundtrip further than the previous site. Mr. Carter noted the tipping fee was going to increase to \$29 per ton due to the cost of opening a new cell at the landfill. He noted that being a member of the solid waste authority was still working to the County's benefit. He then noted that Bedford City would be leaving the Authority and would be providing the Authority a reimbursement of some amount. Members and staff briefly discussed a possible land acquisition by the Authority as the current site has 17 years of useful life. Mr. Carter reported that the commercial rate was \$55/ton at the County's transfer station and it was \$39/ton at the landfill; however this was going to increase.

Ms. McCann noted that the lease/rent line was for the Cove Valley Recreation Center water lease that was arranged when the property was acquired from them for the collection site. Mr. Carter then noted that he thought that the collection site establishment debt was over in 2017. He noted the term was ten years for this debt.

Buildings and Grounds:

Ms. McCann noted a reduction of 2.4% and that staff had allowed \$45,000 for maintenance agreements relative to the new building and has lowered this based on actual numbers. She noted that \$16,800 was added for the Registrar's rent and utilities in that agreement. She added that after this it was a .18% increase. Member briefly discussed the Registrar's move and it was supposed that she would not move until after the primaries. It was noted that rents were paid for the McGinnis building at \$14,000 per year and then the Nelson Center at \$53,000 to \$56,000 per year, with the renewal to be considered at the Board's next meeting. Ms. McCann noted that the McGinnis rent was lower than market rate since the County has made capital investments in the building.

Staff noted that mowing for the courthouse was done by Larry Eanes who does a lot around the county. It was noted that this was bid out periodically and was now under contract for a couple of years. Staff noted that the state did the mowing at Nelson Wayside; however Mr. Carter noted that if this needed to be done, Staff would add it to the County's mowing contract or would have Mr. Truslow do it.

Staff noted that fertilizer has been applied to the courthouse lawn according to the soil sample results that were obtained. Mr. Saunders questioned this as he thought the Blair contract provided for the establishment of grass. Mr. Carter indicated he was unsure about this as some negotiations had been made regarding the landscaping and he added that Mr. Truslow was fixing the problems.

Staff noted that any remaining landscaping issues could be addressed out of this budget or from the courthouse project fund balance. Ms. Brennan noted the landscaping committee was meeting on Friday.

Motor Pool:

Ms. McCann noted that the increase there was due to the addition of three Sheriff's vehicles, an Animal Control truck, and a general motor pool vehicle estimated at \$25,000, since the old jeep needed replacing. Staff added that the old jeep was no longer reliable to take on longer trips. She added that employees were required to use County vehicles if they were available in order to avoid paying them mileage to use their personal vehicles. Ms. Brennan suggested getting a hybrid vehicle and Mr. Carter noted that it would need to be a four wheel drive so that it could be used for the land use people, Planning and Zoning, and to travel to the communications towers etc. It was suggested that it did not have to be a full sized SUV and members briefly discussed hybrid vehicles as an option. Ms. McCann noted that she would see what was available on state contract and would aim to get the most fuel efficient vehicle possible. Staff confirmed that no more than three Sheriff's vehicles would be purchased until December or January. Ms. McCann confirmed that these additional vehicles were not in the budget at this point.

Recreation:

Staff noted that this budget was basically the same and members requested a memo from Ms. Harper detailing her budget summary. Mr. Carter noted that he had sent a report from her to the Board on the softball program that showed that the county subsidized the program to an extent. He noted that she pointed out that the participants did not want to pay individually if the team did not have a sponsor. He noted that \$35 was charged per child for youth basketball in addition to the sponsor's fee so he was not sure why there was a concern with paying the adult softball fees. He noted the cost per team to be \$450 and that if a sponsor was gotten for the team for even partial sponsorship then the individual cost would be lower. He added that Ms. Harper has supposed that lack of team organization was a contributing factor to the decline in the number of participating teams. Mr. Carter noted that some capital expenditure has been made for the backstop, netting and fencing. He noted that having a Supervisor on site was beneficial as oftentimes the police have had to be called during games. Mr. Bruguere noted that one team he knew of had people working out of the county now and it was hard for them to get back to play games. Mr. Carter added that notices were put out regarding team registration, but that staff did not go out and recruit teams.

Mr. Hale inquired about the \$9,200 listed for printing and binding and postal services and he supposed this was related to the brochure. He questioned the efficiency of doing the brochure and that interested people had many other means of getting this information. Ms. McCann noted that this was reduced by \$1,100 because they were going to print fewer guides and that the postal services line was reduced from \$5,000 to \$200 because the department would not be mailing these anymore and would rather just put them out around the county and post the information on the County's website.

Ms. Brennan inquired about monies for football uniforms and Mr. Carter noted that they were going to try to resurrect the youth football program in the county. He added that the county has had problems recruiting enough kids to have teams. It was acknowledged that there were kids going to other counties for this and that soccer had become very popular. Mr. Carter noted that he had really pushed to get this restarted.

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Mr. Hale noted that generally he would like to see cuts made and the funds not put back into the budgets somewhere else.

Staff noted that trail maintenance was increased, football uniforms were added and programs were more successful with paid umpires rather than using volunteers. Staff noted that any unexpended funds did come back to the County. Ms. McCann noted that departments projected what their yearend expenditures would be when they submitted their budget forms and many project they would spend it all and then they did not; so this was not always accurate. Mr. Carter noted that this becomes carryover funds and Ms. McCann noted that at this point any of those unexpended funds were incorporated into the proposed budget.

Planning and Zoning:

Ms. McCann noted that the primary reason for the decrease was the decrease in staffing. She noted that the department now only had the Director, Secretary, and half a year of salary and benefits to fill the Planner position in January. She noted there was some part time salary included for Grant Massie who occasionally helped with Planning. Members suggested that the half a year Planner position should not be included and could be dealt with as a budget amendment. Staff noted that Mr. Massie also worked as a part time Recycling Coordinator and would likely be affected by the new healthcare laws. Members noted that Mr. Massie would have to allocate his time accordingly between positions. Ms. Brennan noted that she thought the office was left in less than ideal condition and that Mr. Padalino was struggling with things that should have already been done that were not. She noted the amount of Zoning violations and Ordinance work to be done. Mr. Carter noted that he did not think the previous Director left things undone but rather Mr. Padalino was getting acclimated to his new responsibilities. Members decided by consensus to remove the half time Planner salary and benefits. Mr. Carter did iterate that Mr. Padalino thought the Planner position was needed.

Community Development:

Ms. McCann noted that this budget was unchanged and Members asked staff to change this department's name to Economic Development. Members agreed that Ms. Kelley was a good steward of her budget funds and Staff noted that 2% of the lodging tax had to go towards this department. Mr. Hale noted he was skeptical about the return on investment for printing and binding expenses. Ms. McCann noted that most of this was advertising in travel magazines in addition to creating the brochure. Mr. Bruguere noted that these brochures were very popular at his business and were used by their patrons.

Anti-litter Grant:

Staff noted that this grant came from DEQ and was used by KNB or the Recycling Coordinator.

Extension Service:

Ms. McCann noted that they have asked for a 4% salary and benefit increase and the County pays for about one third of this. She noted everything else was level funded. It was noted that Virginia Tech suggested the pay increase percentage. Mr. Bruguere reiterated the constant complaints regarding the 4-H program. Ms. McCann reported that the salary increase was a merit increase for agents and a

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promotion for Antwan Rose to Extension Agent status for earning his Masters Degree. She added that the benefit rate had increased from 27.75% to 29.25%. She noted that the County pays for 100% of the two Nelson positions and 15% of one of the Amherst County specialists. Ms. McCann noted that a formula drives how much each locality pays towards specialists. No changes were made to this budget.

Refunds:

Staff noted that the increase was based on the amount of refunds given this year and did fluctuate from year to year. Ms. McCann noted that these came from the Commissioner of Revenue's office and were also ambulance billing refunds.

Employee Salary Adjustment:

Ms. McCann noted that this was where salary adjustment amounts were accounted for and that the current year's salary adjustment had been moved to each department. She then explained that the amount of \$2,550 budgeted was related to the VRS hybrid plan for employees hired after January 1, 2014. She noted that this did not include a disability requirement so a locality would have to provide long and short term disability according to VRS specifications. She noted that this could be done one of two ways. One was through VRS for a charge and the other was to go out privately for this. She noted that she was not sure the county could find a provider and VACorp could not by law provide this. She added that VACorp was researching providers. She noted the Board would have to declare how they would handle this by sometime in the fall and the decision would be binding. Ms. McCann noted that all employees would have the option to go into the hybrid plan and how many would opt for this was indeterminate at this point.

Social Services:

Ms. McCann noted that of the total, \$338,282 was local funding for the department with CSA being \$713,700 of the total and local CSA funding being \$250,000. She added that the total local funding was then \$588,282. Members and staff discussed that the CSA funds were mandated and Ms. McCann noted that one of the increases was due to an increase in legal expenses. She explained that in this fiscal year, the County allowed DSS to cover this by reimbursing the County by \$25,000 less than they would have. She added that it was then decided that this was not the best way to do it and this should show up as an expense on their side. She added that their reimbursement on the revenue side went up accordingly with the expense side. Members indicated that they would like to see the funding details for this department in the future. Ms. McCann then noted that all federal and state revenues for this went into the general fund; unlike how it was handled for the schools. She explained that it after it went into the general fund, it was then transferred out. She noted that the Compensation Board revenue was similarly handled.

Staff then noted that the break out of revenue sources for Compensation Board supported departments could be provided. Staff then noted that very few departments were supported with federal revenues: DSS and PILT only.

Transfers:

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1. Transfer to Debt Service – Ms. McCann noted that this budget was forthcoming and was the amount budgeted to pay for debt service.
2. Transfer to Piney River Debt and Operations:

Ms. McCann noted that projections showed this budget would need approximately \$60,000 but that staff would need to see if any fund balance was in the bank account that could be used to offset a portion of this. She noted that the Board may need to consider increasing these rates that were put in place in 2006 and were substantially lower than those of the Service Authority. She added that this could help reduce the deficit in this fund. Mr. Hale noted that staff has been directed to work with the Service Authority on the possibility of them taking on this system and Mr. Carter noted that county staff has delivered a proposal and is waiting for the Service Authority to respond. He added that the county has shown them how they could take it over and not lose money. Ms. McCann noted that the problem now was that the stock pile of grinder pumps purchased with grant funds has been depleted and now the repair and replacement of these had ramped up. Mr. Carter also noted that the NCSA is billing the County with a 30% mark up to manage this system. He added that this was another subsidy that they were getting from the County. Staff noted meeting with NCSA staff in November and that they were shown how to take it over and gradually increase the rates to support the system. He noted they were supposed to have come back to the County with their review of the numbers and added that it could be self supporting under them. Mr. Hale confirmed that the Service Authority would not be raising rates this year.

Staff then confirmed that the County was still subsidizing the fire hydrants for \$156,000 per year and then paying the debt service for another \$150,000. Mr. Carter recommended that the Board seriously reconsider this also.

Members and staff briefly discussed the transfer of this system with some members noting that they thought the NCSA ought to own every water and sewer system in the county; however it was noted that the Service Authority likely did not want the county system. Members briefly discussed this and it was noted that this was subject to further review. Members acknowledged that NCSA was on more solid financial ground now with their new leadership.

3. Transfer to Broadband Operations:

Ms. McCann noted that this was a tentative number but was what was anticipated as the operations shortfall. Members noted that this would change in due course and would hopefully become self supporting.

Agencies:

Health Department: Ms. McCann noted that the elevated amount was due to the \$71,000 in state funds appropriated to them to use to purchase furnishings for the new space. She noted that the base amount was \$223,268 and was going to \$244,000 and included an increase in rent for the BRMC space. Staff noted that this represented their request. Staff noted that the share split was 60% state and 40% local. It was noted that the lease was annually renewable and the hope was that they would stay there long term.

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Region Ten: Staff noted that they asked for a \$20,508 increase which was an increase of 28.5%. She noted that their occupancy costs increased overall due to increases in rent, utilities, and needed repairs to several properties. Miscellaneous expenses increased almost \$45,000 and were primarily related to travel and fuel costs. She added that they included a 1.2% increase in salaries. She noted they had done a compensation study and 50% of those recommendations were agreed upon by the Region Ten Board and the rest would be done the following year. She added that a funding formula was developed which took the cost of services for Nelson and backed out those costs covered by state and federal money, then they figured a percentage of the total cost of services. She noted that Nelson was 6.1% of the total. She noted that based on population, the county was 6.4% of the total; and they took an average of the County's share of services and population and got 6.25% which they applied to the total cost of services for FY12. This was how they came up with the \$90,286 request. Members and staff then briefly discussed the reasonableness of this method. Ms. Brennan noted that they had been level funded since at least 2009 and Mr. Carter noted that the premise by staff was to level fund everyone initially.

Members and staff briefly discussed the services provided by Region Ten and it was noted that it was difficult to evaluate their funding sources. It was noted that the proposed number of beneficiaries was 486 of a total of 5,985 for a proposed percent of total beneficiaries of 8.1%. Mr. Hale noted the importance of what Region Ten did, he suggested that they ought to receive an increase; however was not sure by how much. Ms. McCann noted that Region Ten had advised staff some years ago that they were obligated to provide these services and that even if the County did not fund them, the services would have to be provided. She added that the methodology used to come up with the funding request was reasonable. Mr. Carter noted that he did not have much argument with their request.

Ms. Brennan then moved that the Board fund Region Ten's full request and Mr. Hale seconded the motion. There being no further discussion, Supervisors voted (3-1-1) by voice vote to approve the motion, with Mr. Bruguere voting No and Mr. Harvey abstaining.

PVCC: Ms. McCann noted that they requested less money for FY14. She added that they looked at population and applied their formula and the requested amount came out lower. The Board agreed by consensus to continue this funding

Thomas Jefferson Planning District Commission: Noted this was part of the Planning budget and asked for a \$530 increase based on a per capita cost. Members requested that this be taken out of the Planning budget and included in the non-departmental budget with the other agencies.

Thomas Jefferson Soil and Water Conservation District: Ms. McCann noted that they requested a \$6,000 increase to add a technical position to address workload related to storm water management. She noted that funding for this would come from other localities and the state. Mr. Carter noted the county would contract with them for storm water related services next year. He added that this position would be district wide. He noted that the summary for Nelson included continuation of the existing program with no salary increase included.

Ms. McCann noted that the county's funding was currently \$25,500 and they were asking for \$31,500. It was discussed that the person may not be hired if they did not receive the increase in funding. Members and staff discussed their explanation and agreed it needed further clarification. Mr. Bruguere noted that

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they had gotten a grant to fund septic system repairs in Rockfish following the results of the river study that was done. Ms. McCann noted that they did not have the staff to administer these programs and was why they were requesting the position. Mr. Hale then noted that if the other localities did not step up and fund this position, then he thought that this should be reconsidered.

Members agreed by majority consensus (3-2) to fund the requested amount of \$31,500.

Thomas Jefferson Regional Library: Ms. McCann noted that they were requesting a \$10,038 increase. Mr. Harvey noted that they fund the regional needs first and then the local needs. Mr. Hale noted that they had received extra funding from the state within the last week. Ms. McCann noted that they had added local staff time to create a full time position with benefits from a part time one. Mr. Hale noted that he would like to ask them the impact of the additional funding from the state and how that affected things locally. Mr. Harvey suggested that they fund the additional staff expense in memory of Ms. Caroline Tucker who recently passed. The Board took no action until more information could be obtained regarding the impact of additional state funding.

Thomas Jefferson EMS Council: Ms. McCann noted that their request was the same as the previous year and the Board agreed by consensus to continue this funding.

Jefferson Area Board for Aging (JABA): Ms. McCann noted that their request contained a 2% salary increase, adding hours for a Transition Coordinator and a part time CNA position at the Nelson Center. She added that the CNA position had previously been funded by a grant that has ended.

Ms. McCann noted that they were asking for an increase of \$7,851 which was an increase of 8.7% and was mostly related to the community center component. She added that \$7,645 was related to the CNA position. Ms. McCann noted that they wanted the position to provide support for increasingly frail members of the community that attend the center so that they could better participate in their programs. Ms. Brennan noted that she would find out more about the need for this position and no action was taken.

JAUNT: Ms. McCann noted that they provided two proposals and what was shown was what would be required to maintain current services. She noted that \$63,083 was the County's share and \$20,411 was Wintergreen's share for a total of \$83,495. She noted the other option they provided was to increase the request by \$5,000 to reinstate monthly service to the food pantry; which was not a current service. Mr. Carter noted that the food pantry occurred on a Saturday each month. Ms. McCann noted that the Nelson Community Foundation had provided the funding for this service through October. It was noted that the Wintergreen's share was negotiated by JAUNT; however the County was the pass through. She noted that this was subject to change once the actual amount for Wintergreen was determined. Ms. McCann noted that they have never been able to provide a number of unduplicated beneficiaries but rather they give the number of trips provided. Members then agreed by consensus to provide funds of \$63,083 to maintain existing services.

MACAA: Ms. McCann noted they requested an increase of \$6,496 which was an increase of 21.7%. She noted slight increases in their current programs and \$5,000 for a new program called Family Sufficiency that was projected to have ten beneficiaries; representing a benefit of \$500 per person. Ms Brennan suggested they provide funding for the Head Start and Project Discovery programs and not the new

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program. Members agreed by consensus to fund the \$1,496 increase in the current programs for a total funding amount of \$24,914.

Shelter for Help in Emergency: Ms. McCann noted that their request was the same as the previous year and the Board agreed by consensus to continue this funding

Sexual Assault Resource Agency (SARA): Ms. McCann noted that their request was the same as the previous year and the Board took no action. She added that in FY12, they served 32 Nelson residents and were projecting to serve 35 in FY14.

OAR/Community Corrections: Ms. McCann noted there were three components to their request: pretrial services, which was a level request and local probation which was an increased request from \$1,445 to \$2,769 and was intended to ultimately reduce the County's jail costs. Members and staff then discussed what was provided with pretrial services. Ms. McCann then noted that the third component was criminal justice planning which had not been funded in the past and the request was for \$3,362. She noted this was more of a regional planning position between agencies and supported a part time staff position. She noted that this made up the largest part of their requested increase. Members then agreed by consensus to fund the increases except for the planning position; which would give them a total amount of \$3,269.

Economic Development Authority: Ms. McCann noted that their request was the same as last year. She noted that this was used to pay them for meetings and mileage. It was noted that they were now only meeting quarterly and therefore their budget was reduced by 1/3 of the current number for a funding amount of \$2,285.

Thomas Jefferson Economic Development Partnership: Mr. Carter noted that they had gone to a per capita funding formula that reduced their request. He added that the county should not be growing substantially but that the contribution could not be less than \$10,000. He noted that this was \$1,200 less than the current amount and the Board agreed by consensus to provide this funding.

Nelson County Community Development Foundation (NCCDF): Ms. McCann noted that their request was the same as the previous year and the Board agreed by consensus to continue this funding

Central Virginia Small Business Development Center: Ms. McCann noted that their request was the same as the previous year. Members then asked for information regarding participation numbers and Ms. McCann noted that their emphasis was on assistance for existing businesses rather than those starting new businesses. She added that they anticipated ten beneficiaries in FY14. Members questioned the benefits provided and noted that funding for this had been previously provided by the EDA. Mr. Carter noted that good services were provided; however he questioned the demand for them. Members then agreed by consensus to fund half of the request at \$3,750.

Senior Center Meals: Ms. McCann noted that Gladstone asked for the same amount, Rockfish asked for a lot more at a request of \$21,075 and they were currently getting \$8,367. She noted that they showed 80 participants this year with 100 projected for next year; however the number of meals was seemingly doubled. She added that they showed the same number of weeks of operation and an increase in donated meals. Ms. McCann then noted the per meal costs for each center with Gladstone being \$3.17 per meal, Schuyler being \$4.62 per meal and Rockfish being \$7.27 per meal. Mr. Harvey supposed that other

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things were being wrapped up into this cost and he questioned whether or not they really had 80 people at Rockfish. Staff noted that Gladstone had 50 participants; however their meals were served once per week and Schuyler and Rockfish served meals once per month. Members then agreed by consensus to level fund all of them.

Virginia Institute of Government: Ms. McCann noted that their request was the same as the previous year and the Board agreed by consensus to continue this funding. Mr. Carter noted that they provide assistance to localities in answering peer questions and also provide training programs that the County staff has never taken advantage of. Members agreed that for minimal cost, the County received a benefit and agreed by consensus to continue this funding.

Wintergreen Performing Arts: Ms. McCann noted that their request was the same as the previous year and was comprised of \$5,000 local dollars and \$5,000 in grant funds. The Board agreed by consensus to continue this funding

Dental/Rural Health Outreach Program (RHOP): Ms. McCann noted this was the dental voucher program and they requested \$6,000 this year vs. \$9,884 funded last year. Mr. Bruguere questioned the need for this and Ms. McCann noted that people were served on a sliding scale at the dental clinic, however this was for all low income patients, not just children, who needed care that could not be provide there. Members then agreed by majority consensus to fund the \$6,000 request.

Community Center Tax Refunds: Ms. McCann noted that this was the line that provided the Community Centers their tax rebates after they were paid by them and it was what it was.

Volunteer Coalition (RHOP): Ms. McCann noted that they were funded at \$5,100 this year and were now asking for \$20,500 for next year. Ms. Brennan noted that she thought that they just got \$15,000 from the Community Development Foundation and thought this should be checked on. Ms. McCann noted that the program was not being done by volunteers now but rather by paid staff and that was what the funding request was for. Mr. Carter suggested that they may be able to get Medicaid reimbursement for this and Ms. McCann noted that these services were also coordinated by JABA and JAUNT. Members then agreed by majority consensus to provide them level funding of \$5,100.

CASA: Ms. McCann noted that their request was the same as the previous year and the Board agreed by consensus to continue this funding.

Blue Ridge Medical Center (BRMC) - Latino Outreach Program: Ms. McCann noted that they added a Latino Outreach Program at a cost of \$11,040, which was previously provided by a grant that has now ended. Members then agreed by majority consensus not to provide this funding.

Legal Aid: Ms. McCann noted that they requested \$12,000 and that this has not been funded previously. Members then agreed by majority consensus not to provide this funding.

Ms. McCann then noted that the remaining budget items were: Capital Outlay, Schools, Compensation, and the other funds.

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Members then asked for a copy of the School's budget. Ms. McCann then distributed a list of items included in their budget request and the cost for an overall salary increase of 1% for all employees, which would cost \$165,000. She noted that the list included an overhaul of the teacher's scale which was more expensive. Ms. McCann noted that if they did an across the board raise, then the proposed merit raise and salary scale overhaul costs would go away. She added that Ms. Irvin indicated that if they did a 3% raise across the board for all employees, their request would be around \$800,000. She noted that the other component was the health insurance and members noted they would discuss this further next session.

Members and staff discussed when to have another work session and it was decided to just work on the budget next Tuesday night at the regular meeting.

Mr. Harvey inquired as to where the ambulances were in the budget and Ms. McCann noted they were in Capital Outlay. Mr. Harvey then indicated that the mini pumper trucks discussed for purchase for the Fire Departments were more expensive than previously thought and that he advised the EMS Council President that the Board would likely agree to pay \$125,000 of the \$175,000 total.

B. Other (As May be Presented)

Introduced: County Seal

Mr. Bruguere noted having spoken to several people who wanted the soldier to remain part of the County seal and he recommended reducing the image but keeping it in. Ms. Brennan noted that the Historical Society wanted it removed and Mr. Bruguere noted that some of the Historical Society people were the ones that approached him about wanting to keep it. He and Ms. Brennan noted that they would discuss this further.

II. ADJOURNMENT

At 3:57 PM, Mr. Hale moved to adjourn and Mr. Harvey seconded the motion. There being no further discussion Supervisors voted unanimously by voice vote to approve the motion and the meeting adjourned.