

AT A CALLED WORK SESSION OF THE ROCKBRIDGE COUNTY BOARD OF SUPERVISORS
HELD IN THE ROCKBRIDGE COUNTY ADMINISTRATIVE OFFICE BUILDING
AT 150 SOUTH MAIN STREET, LEXINGTON, VIRGINIA
ON MONDAY, MARCH 9, 2020 AT 4:30 P.M.

BOARD MEMBERS PRESENT: DANIEL E. LYONS
R. W. DAY
L.E. AYERS
D.B. MCDANIEL
A.J. "JAY" LEWIS, II.

COUNTY ADMINISTRATOR: SPENCER H. SUTER

COUNTY ATTORNEY: VICKIE L. HUFFMAN

CALLED TO ORDER:

Chairman Lyons called the Work Session to order.

Continued Health Benefits Discussion:

County Administrator Spencer Suter provided the Board with an update on the ongoing discussion of employee health benefit options.

"The Health Benefits discussion continues to be a moving target, with revised information coming in weekly. In that we only have 30 minutes set aside for this, I'll try to be brief before turning it over to Jim Gordon with One digital.

He noted that, per Board directive, staff met with leadership of covered groups, including the Regional Jail, Sheriff's Office, PSA, Commissioner's Office, Commonwealth's Attorney's Office, and Department of Social Services to gain feedback on health benefit offering.

He noted that takeaways from the meeting were:

- Support for a more flexible plan
- General acceptance of all employees paying for part of their health benefits
- More support for employees with dependents to become closer aligned with the marketplace

He continued by noting that, in February, staff received the FY2021 renewal from The Local Choice and actual costs increased by 12% (\$204,569 for all covered staff). He stated that, for budgeting purposes, this amount has been added to the FY2021 draft budget. He added that a self-funding option for 2021 was estimated at 22% by the County's benefits consultant.

Mr. Suter then described the process of sharing the information with the Board's Personnel and Finance Committees. He explained options as:

- Keeping the status quo and continuing services with The Local Choice
- Purchasing self-funded coverage through Anthem paired with a Health Reimbursement Account (HRA) and changing the contribution structure to provide more support to dependent tiers of coverage.

He noted that, the Finance Committee had requested a side by side comparison of the options.

He explained that the challenge faced was minimizing the impact of 12% increase, while increasing benefits to families. As an example, he noted the following assumptions:

- made the high deductible the base
- provided buyup options to the \$1000 plan for all tiers
 - o added a \$70 per month employee cost share to buy up from the high deductible plan to the \$1000 deductible plan.
- leveled out the High Deductible Health Plan (HDHP) plan Health Saving Account (HAS) contribution to an even \$600 per year whether for employee-only or employee with dependents.
- Reduced family plan for HDHP from \$631 to \$451

He then explained that Jim Gordon with One Digital Benefits Advisors and team had explored options over the previous weekend and had provided feedback prior to the Board meeting. .

He noted that the increased cost to absorb a 12% increase is included in the current budget and that any increased cost would depend on how many covered employees would shift plans, which is something we will have a hard time predicting.

He then explained that most localities that self-fund are under one federal tax identification number, and that in Rockbridge, we have multiple agencies, each under their own number. He expressed the challenge that would present if the County moved to a self-funded option, noting that the burden would largely fall on the department of Fiscal Services. He added that the department of Fiscal Services would need to apportion out any cost overruns associated with the Department of Social Services, the Public Service Authority, Blue Ridge Resources Authority and others.

He noted that the County would also need to manage reporting for the Affordable Care Act (ACA), currently being handled by The Local Choice.

Mr. Gordon then provided a side-by-side analysis of the options presented.

Supervisor Lewis asked if the re-insurance is included in the estimates given and what number was being re-insured.

Mr. Gordon clarified that it was included and that premium about of about \$1.5 Million was the claim piece.

Supervisor McDaniel asked if the Key Advantage 1000 is the only alternative or if there were other choices.

Mr. Gordon replied, there are only about five options through Local Choice and that with the self-funded option, you can create whatever amount you want.

Supervisor Lewis stated that providing the Board with the documentation does not really tell the story of what they are trying to accomplish. He asked for some details on the benefits of self-funding.

Mr. Gordon replied that leadership at the County for the past several years has wanted more ability to control over benefits and be able to capture the value of the savings in good years to provide savings. He added that year after year the County has not gotten the pricing it should through Local Choice.

Supervisor McDaniel asked if there was a reason why the percentages of the County's portion of the renewal options is different from plan to plan.

Mr. Suter replied, because there wasn't a lot of change in the discount to the 1000 plan.

Supervisor McDaniel asked to see other deductible plans, if any, from Local Choice.

AT A REGULAR MEETING OF THE ROCKBRIDGE COUNTY BOARD OF SUPERVISORS
HELD IN THE ROCKBRIDGE COUNTY ADMINISTRATIVE OFFICE BUILDING
AT 150 SOUTH MAIN STREET, LEXINGTON, VIRGINIA
ON MONDAY, MARCH 9, 2020 AT 5:30 P.M.

BOARD MEMBERS PRESENT: DANIEL E. LYONS
R. W. DAY
L.E. AYERS
D.B. MCDANIEL
A.J. "JAY" LEWIS, II.

COUNTY ADMINISTRATOR: SPENCER H. SUTER

COUNTY ATTORNEY: VICKIE L. HUFFMAN

CALLED TO ORDER:

Chairman Lyons called the meeting to order at 5:36 p.m. and offered an invocation for anyone who wished to participate.

The Board then led in the Pledge of Allegiance.

Changes to the Agenda:

Chairman Lyons called for changes to the Agenda. There were none.

Recognitions and Presentations:

Chairman Lyons called for recognitions and presentations. There were none.

Citizens Comments:

Scott Guise of the Kerrs Creek Magisterial District advised that he had heard a rumor about the County's land taxes and land use taxes going up this year as result of an increased budget. He stated that the Zoning

Administrator told him that the rumor was false, yet the school system and multiple County departments are requesting large increases in their budgets. He then advised that he had recently submitted FOIA requests to which the County responded that there is no list of contractors who are called for advice. However, he added, there are calls that County staff make to other counties that costs \$100-\$200 each call. Mr. Guise shared that in the last three (3) Board meetings he was able to attend, the Board stated that taxes had not gone up in a while. He stated that no increase in taxes is a good thing. He stated that it is not mature nor professional to be told that things have to be kept even in the budget. He asked the Board members consider what the current proposed budget will do to its citizens.

Approval of the February 5, 2020 Budget Meeting #1 Minutes, February 24, 2020 Minutes, February 27, 2020 Budget Meeting #2 Minutes, and re-approval of the February 10, 2020 Minutes:

Supervisor Lewis moved to approve the minutes. Supervisor Ayers provided the second, and the motion carried by the following roll call vote by the Board:

Ayes: Lewis Ayers, Day, McDaniel, Lyons
Nays: None
Absent: None
Abstain: None

Consideration of the County's Appropriation Resolution:

Fiscal Services Director Steven Bolster reviewed the Monthly memorandum, revenues verses expenditures chart, and appropriation resolution.

Supervisor Day moved to approve the County's Appropriation Resolution and the payment of bills. Supervisor Ayers provided the second, and the motion carried by the following roll call vote by the Board:

Ayes: Day, Ayers, Lewis, McDaniel, Lyons
Nays: None
Absent: None
Abstain: None

AT A REGULAR MEETING OF THE BOARD OF SUPERVISORS OF ROCKBRIDGE COUNTY, VIRGINIA, HELD AT THE COUNTY ADMINISTRATIVE BUILDING, 150 SOUTH MAIN STREET, LEXINGTON, VIRGINIA, ON MONDAY, MARCH 9, 2020 AT 5:30 P.M.

On motion by Supervisor _____, seconded by Supervisor _____, the Board, by record vote, adopted the following appropriation resolution and payment of bills for the month as follows:

APPROPRIATION RESOLUTION

GENERAL FUND:

BE IT RESOLVED: By the Board of Supervisors of Rockbridge County, Virginia, that the following appropriations are, and the same hereby is made, for the period ending **June 30, 2020**, from the UNAPPROPRIATED SURPLUS of the **GENERAL FUND** and expended as follows:

4-11-32020-5402 Equipment and Materials..... \$1,957.00
Total General Fund Appropriations **\$1,957.00**

Total Appropriations **\$1,957.00**

Current County

11 - General Fund \$725,069.15
94 - Central Stores \$10,140.14
372 - Construction Project Fund \$1,220.00
376 - Capital Purchases Fund \$46,992.82

Total County Bills **\$783,422.11**

Current Fiscal Agent

80 - Regional Jail \$159,566.71
241 - E-Summons Fees \$1,694.10
721 - Comm Atty Forfeitures \$1,763.12

Total Fiscal Agent **\$163,023.93**

TOTAL ALL BILLS **\$946,446.04**

Update from Shenandoah Valley Partnership:

Business Development Assistant for the Office of Community Development Brandy Flint introduced Jay Langston, Shenandoah Valley Partnership's CEO.

Mr. Langston reviewed a presentation to the Board that included the following information:

The Shenandoah Valley Partnership (SVP) is a one-stop economic development resource and marketing organization seeking to grow and sustain a healthy economic future for our region. There are 12 locality partners, 9 educational partners, over 130 private-sector investors, and state-wide strategic partners. SVP's mission is to improve the quality of life through economic prosperity through private sector investment and new job opportunities. Basic tenets of Economic Development include: prospects do not locate to do you a favor, do not understand local political boundaries, and a sale is made at the local level. Location factors include: sites and buildings, workforce, transportation/logistics and market proximity, quality of life, and business environment. Target sectors include:

Continuation of traditional programs

- Manufacturing (all facets of manufacturing regardless of subsector)
- Logistics and transportation

- Business and professional services, Information Technology
- Agribusiness, food and beverage
- Consultants, brokers, and others

Nontraditional economic development initiatives

- Workforce - the region and state that gets this right will be the leader
- Supply chain - everyone talks about it, but no evidence of implementation
- Adventure/tourism manufacturing (ATM) - think canoes, kayaks, ATVs, bikes, camping gear, etc.
- Economic Gardening - growing small successful companies
- Destination project attraction, agritourism, destination retail, outdoor amenities (e.g. Spearhead Trails)
- Sites and buildings
- Talent retention and attraction
- International Trade and international markets

The Board thanked Mr. Langston for his update.

Update on the Formation of a Fire and Rescue Association:

Chief of Fire and Rescue Nathan Ramsey briefly the agenda item which included the following information:

"At the February 25, 2019 meeting of the Board of Supervisors, the Board asked staff to explain the purpose for the three Fire and Rescue-

related organizations in the County/Region and to report back on the makeup of the three groups. The request was made as the result of conflicting budget requests from the groups. The groups are: the Rockbridge Regional Fire and Rescue Commission (RRFRC), Rockbridge County Firefighters Association (RCFA), and the Rockbridge Emergency Rescue Group (RERG).

Over the next 6 months, I met with the three groups (separately), as well as the Board Fire and Rescue Committee (at the time, Supervisors Day and Higgins). I provided feedback from the various groups/agencies and history of the discussion. The Committee asked Mr. Suter and me to work on a solution whereby a single Countywide association could be established to assist in efficient coordination and communication. I created the attached memo, dated October 18th, summarizing this information. We subsequently worked on a draft, formative document and I again met with leaders of the groups to gain feedback. One request was to wait until after January 1 to present to the full Board, so that new members would have an opportunity to review and weigh in.

At the Board's regular meeting on January 27, I provided a summary of the work to date on this item. In the presentation, I noted that while the RCFA supports the initiative, the RERG opposes it. After discussion, the Board requested that the Fire and Rescue Committee meet with the RERG to hear the opposition they have regarding the concept of establishing the new Association. The Committee attended the regular RERG meeting on February 26th, and heard the concerns of the group, which included the rescue squads being out-numbered by the fire departments - thus the

concern was/is that EMS would lose its voice in the County when it comes to voting on a topic.

Currently, nine of eleven fire departments which provide service in the County, are licensed EMS agencies. Three of those have ambulances that provide EMS transports and six are EMS licensed first responder agencies (non-transport).

To recap, the Firefighters Association and RERG are independent entities which were not created by the Board. Thus, it is fully up to the members of those organizations as to whether to continue to exist, should the Board move forward with a newly formed organization. The County, Lexington, and Buena Vista formed the Fire and Rescue Commission in 2011 via the attached agreement. The agreement provides for dissolution of the Commission by any of the parties, upon 90 days' written notice to the others.

If approved, the RFRA would include all County fire and rescue agencies. The Cities of Lexington and Buena Vista Fire and Rescue agencies are invited to participate as well. This is an effort to create a Countywide organization, whose members meet on a monthly basis to discuss and make collaborative recommendations related to Fire and EMS challenges and opportunities to the County Fire-Rescue Chief.

Should the Board wish to take action, it would require:

- Notice to the Lexington and Buena Vista
- Notice to the members of the Fire and Rescue Commission
- Notice to the Fire Association and RERG
- Edits to chapter 14 of County code, to replace references to the three organizations (would require public hearing)

Attached for your consideration are:

- A draft resolution creating the Rockbridge County Fire and Rescue Association
- Draft edits to Chapter 14 of County Code

Chief Ramsey then advises the Board to:

Provide required notices of intent to dissolve the existing Fire and Rescue Commission, effective June 30, 2020

- Advertise for a public hearing at the March 23rd Board Meeting on the proposed Ordinance to amend Chapter 14 of County Code, effective July 1, 2020
- Consider adoption of the Resolution to create the Rockbridge Fire and Rescue Association at the March 23rd Board Meeting, with an effective date of July 1, 2020"

Mr. Suter reiterated that there had been concerns about not having enough EMS representation within the new commission.

Supervisor Lewis moved to approve staff's three (3) recommendations, shown above. Supervisor Day provided the second.

Supervisor McDaniel asked if the RERG was comfortable with this, now, after sharing concerns previously.

Supervisor Day replied that they need to try.

Chairman Lyons suggested that members of the RERG attend the public hearing.

Supervisor McDaniel shared his concern about the two (2) cities having the right to vote.

The motion on the floor was made by Supervisor Lewis to approve the three (3) recommendations by staff. They were: to provide required notices of intent to dissolve the existing Fire and Rescue Commission, effective June 30, 2020; to advertise for a public hearing at the March 23rd Board Meeting on the proposed Ordinance to amend Chapter 14 of County Code, effective July 1, 2020; and to consider adoption of the Resolution to create the Rockbridge Fire and Rescue Association at the March 23rd Board Meeting, with an effective date of July 1, 2020. The second on the floor was provided by Supervisor Day, and the motion carried by the following roll call vote:

Ayes: Lewis, Day, Ayers, McDaniel, Lyons
Nays: None
Absent: None
Abstain: None

**Request to Schedule a Public Hearing on vacating a public utility r.o.w.
in Riverbend Subdivision:**

Director of Community Development Sam Crickenberger briefly reviewed the agenda item which included the following information:

"Donald Robey has requested the County consider vacating a public utility R.O.W along his eastern property line of Lot 22 in Riverbend Subdivision. Riverbend, which is located off of Old Buena Vista Road just east of Lexington, was approved in March 8, 1993, with 10' public utility easements dedicated along all side and rear lot lines. This easement was not used for utility purposes due to the amount of rock present. Instead, Dominion ran a power line underground through the rear yard. Dominion, RANA and the PSA have been contacted and none of these utility providers

have a concern with vacating this R.O.W." He then presented a map of the proposed location.

Supervisor McDaniel moved to authorize scheduling a March 23, 2020 public hearing on this matter. Supervisor Ayers provided the second, and the motion carried by the following roll call vote by the Board:

Ayes: McDaniel, Ayers, Lewis, Day, Lyons
Nays: None
Absent: None
Abstain: None

Request to Schedule a Public Hearing on vacating a plat for High Fields

Subdivision:

Mr. Crickenberger briefly reviewed the agenda item which included the following information:

"Nancy Leslie has requested the County vacate the plat for High Fields Subdivision, a 10 lot subdivision located off of Union Run and approved December 8, 2008. Jimmy Leslie (deceased) had plans to develop a portion of their farm and was going to do all of the road construction himself. He became ill and never initiated the project. Mrs. Leslie has kept the bond current to keep the project vested, but has recently decided it is not in her best interest to pursue. Mrs. Leslie is the sole owner of these platted lots. Per Section 911 of the Land Development Regulations, a plat may be vacated by Ordinance of the Board upon application by the owner." He then presented a map of the proposed location.

Supervisor McDaniel moved to authorize scheduling a March 23, 2020 public hearing on this matter. Supervisor Ayers provided the second, and the motion carried by the following roll call vote by the Board:

Ayes: McDaniel, Ayers, Lewis, Day, Lyons
Nays: None
Absent: None
Abstain: None

Request to Schedule a Public Hearing to vacate a portion of an alley in the Natural Bridge Station area:

Mr. Crickenberger briefly reviewed the agenda item which included the following information:

"Donnie Shanks has requested the County consider vacating several paper streets and alleyways on property he owns at Natural Bridge Station, the current location of his business, Natural Bridge Heating & Air, 1790 Wert Faulkner Highway. No utilities are affected by this vacation." He then presented a map of the proposed location.

Supervisor McDaniel moved to authorize scheduling a March 23, 2020 public hearing on this matter. Supervisor Day provided the second, and the motion carried by the following roll call vote by the Board:

Ayes: McDaniel, Day, Lewis, Ayers, Lyons
Nays: None
Absent: None
Abstain: None

Scheduled Budget Meeting #3: Budget Update:

Mr. Bolster briefly reviewed the agenda item which included the following information:

"At a scheduled budget meeting on February 27th, staff presented an initial review of the FY 2021 draft budget and overall funding position to the Board of Supervisors. At the time of presentation, planned expenditures exceeded anticipated revenues by \$1,431,572. The Board directed staff to update the FY 2021 draft budget with a recommended 2%

cost of living adjustment (COLA) increase for County employees (benefits adjusted accordingly), integrating personnel funding for the Treasurer's Office, and incorporating a reorganization to the Planning & Development and Economic Development Departments.

Since the February 27th meeting, the finance committee also made the following adjustments to the FY 2021 draft budget:

- Updated the DBHDS Assessment Site Grant revenues line to match the planned expenditures for this department, revenue up \$892.
- IT Department to procure e-Services server in FY 2020; \$6,000 reduction.
- On March 5th, the County received an updated cost-share total for Consolidated Dispatch (\$913,677); \$5,567 reduction.
- Upward adjustment on Building & Grounds water & sewer budget line to account for increase of MSA rates; \$518 increase.
- Updated Fleet Services pool vehicle fuel line; \$800 reduction.
- Upward adjustment on Parks & Recreation water & sewer budget line to account for increase of MSA rates; \$575 increase.
- Updated County cost-share on County Extension Office agent salaries and fringes, down \$3,651.

As a result of these updates, the attached FY 2021 draft budget now reflects an expenditure over revenue gap of \$1,437,538. One significant unknown at this point involves which direction the County will go for health insurance: 1) remain with The Local Choice, or 2) transition to a self-funded insurance option. The personnel committee, in conjunction with benefits advisor One Digital, continue to review the optimal path to choose. Although their budgets are fairly solidified at this time, staff may also receive revised funding requests from the Blue Ridge Resource

Authority, Consolidated Dispatch, Rockbridge Regional Jail, and School Division as each respective Board still needs to approve their final FY 2021 budgets.”

In addition, Mr. Bolster advised that the Sheriff’s Department would be willing to reduce their request for 8 vehicles next year to 7, reducing the expenditure over revenue gap down to \$1,397,187.

Supervisor McDaniel asked if the recent increase of minimum wage will affect the County’s budget.

Mr. Suter replied, very little, because it will be spread over several years to reach a \$12 maximum.

Supervisor McDaniel suggested using reserves to pay for one-time costs.

Mr. Bolster agreed that one-time budget items could be paid for using reserves.

Supervisor Lewis noted that some of the one-time purchases are mandated.

Appointments:

EDA- Roy Powell- Term Expires 4/10/2020:

Supervisor Day moved to reappoint Mr. Powell to the EDA. Supervisor Ayers provided the second, and the motion carried by the following roll call vote by the Board:

Ayes: Day, Ayers, Lewis, McDaniel, Lyons
Nays: None
Absent: None
Abstain: None

EDA- Robbie Faulkner- Term Expires 4/10/2020:

Supervisor Ayers moved to reappoint Mr. Faulkner to the EDA.

Supervisor Lewis provided the second, and the motion carried by the following roll call vote by the Board:

Ayes: Ayers, Lewis, Day, McDaniel, Lyons
Nays: None
Absent: None
Abstain: None

Monthly Staff Reports:

Supervisor Lewis moved to accept the reports as presented. Supervisor McDaniel provided the second, and the motion carried by the following roll call vote by the Board:

Ayes: Lewis, McDaniel, Day, Ayers, Lyons
Nays: None
Absent: None
Abstain: None

In regard to the December 2019 Collection Center Summary within the Recycling Departments Monthly Staff Report, Supervisor Lewis asked why the attendance numbers in the compactor tonnage chart was different than the ones in the attendance chart.

Mr. Suter noted that he was not sure but would get and forward the answer.

Adjournment:

At approximately 6:38 p.m., Supervisor Lewis made a motion to adjourn this meeting. A second was provided by Supervisor Ayers, and the motion carried by the following roll call vote by the Board:

Ayes: Lewis, Ayers, Day, McDaniel, Lyons
Nays: None
Absent: None
Abstain: None