

AT A REGULAR MEETING OF THE BOARD OF SUPERVISORS OF ROCKBRIDGE  
COUNTY VIRGINIA, HELD IN THE COUNTY ADMINISTRATION BUILDING,  
150 SOUTH MAIN STREET LEXINGTON, VIRGINIA,  
ON MONDAY, FEBRUARY 10, 2014, AT 5:30 P.M.

PRESENT: CHAIRMAN J.M.HIGGINS  
MEMBERS: R.R.CAMPBELL, R.S.FORD, D.W.HINTY, JR.,  
A.W.LEWIS, JR  
CLERK TO BOARD: SPENCER H. SUTER  
COUNTY ATTORNEY: VICKIE L. HUFFMAN  
FISCAL DIRECTOR: ABSENT  
STAFF: CHRIS SLAYDON, BRANDY FLINT, CRAIG BRYANT,  
ROBERT FORESMAN, TOM STANLEY, AMANDA NEWTON,  
BRANDY WHITTEN

**Call to Order**

Chairman Higgins called the meeting to order at 5:30 p.m.

Supervisor Lewis delivered the invocation. He then led in the Pledge of Allegiance.

**Recognition/Presentations**

Chairman Higgins called for recognitions and presentations.

**Introduction of Director of Fire and EMS Craig Bryant**

County Administrator Spencer Suter introduced Craig Bryant, the new Rockbridge County Director of Fire and EMS. Mr. Bryant was selected for this position from a pool of 40 applicants. Mr. Suter noted that Mr. Bryant is a Valley native who grew up in the Buchanan area, where he was a volunteer on the Buchanan Fire

Department and Rescue Squad. Mr. Bryant has an undergraduate degree in Fire Sciences from Hampden Sydney and a Masters Degree in Public Administration from Virginia Tech. He is also a graduate of the National Fire Academy in Maryland. Mr. Suter further noted that Mr. Bryant comes to us from Mason, Ohio, where he was Deputy Chief of the Mason Fire Department. Prior to serving in Mason, Mr. Bryant was the Battalion Chief of EMS with the Salem, VA Department of Fire and EMS. Mr. Bryant is also a licensed paramedic.

All those in attendance applauded Mr. Bryant, who in return thanked everyone and added that he is grateful to be here.

**Introduction of Extension Agent, 4H Youth Development, Amanda Rose Newton**

County Agriculture Extension Agent Tom Stanley introduced Amanda Rose Newton, who moved from Georgia to fill the Extension Agent position. Ms. Newton is a Virginia native with many years of 4H experience. Mr. Stanley noted that Ms. Newton has professional training in biology and entomology.

All those in attendance applauded Ms. Newton, who in returned thanked everyone, adding that she honestly feels that Virginia is the best state and it has been a dream of hers to work at the Community level.

### **Citizens Comments**

Chairman Higgins called for citizen comments.

There were several citizens who had signed the Citizen Comment Signup Sheet. Chairman Higgins confirmed that all those who had signed up wished to speak about the Virginia Horse Center; he gave them the option to speak after the Virginia Horse Center presentation. All chose to speak after the presentation.

### **Items to be added to the Agenda**

Chairman Higgins called for items to be added to the agenda.

County Administrator Spencer Suter added a presentation by Dennis Burnett, Director of the Shenandoah Valley Partnership.

### **Approval of January 27, 2014 Minutes**

The proposed minutes were a combination of the Work Session minutes and the regular meeting minutes, both held on January 27<sup>th</sup>.

Supervisor Ford moved to approve the combined January 27, 2014 minutes, seconded by Supervisor Campbell; the minutes were approved by the following roll call vote:

AYES: Ford, Campbell, Lewis, Hinty, Higgins  
NAYES: None  
ABSENT: None

### **Financial Report**

In the absence of the Director of Finance due to an illness, the County Administrator presented the financial documents.

Mr. Suter reviewed the Expenditures versus Revenues chart, noting that revenues exceeded expenditures by \$872,226. He explained that, year-to-date, revenues have exceeded budget estimates by \$418,581, and that expenditures, year-to-date, are less than projected by \$676,691.

Mr. Suter then reviewed occupancy taxes collected from February, 2013, to January, 2014, which generated \$419,286.26 to be applied to the Virginia Horse Center's USDA loan. He noted that this annual payment is due to the USDA by February 15<sup>th</sup> and that the County Treasurer has already mailed it to the USDA.

Mr. Suter presented the School Appropriation Resolution and requested approval of the resolution by the Board.

Supervisor Lewis moved to approve the School Appropriation Resolution. Supervisor Hinty provided the second, and the motion carried by unanimous roll call vote by the Board.

AYES: Lewis, Hinty, Ford, Campbell, Higgins

NAYES: None  
ABSENT: 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, FEBRUARY 10, 2014 AT 5:30 P.M.

On motion by Supervisor \_\_\_\_\_, seconded by Supervisor \_\_\_\_\_, the Board, by record vote adopted the following appropriation resolutions:

**APPROPRIATION RESOLUTION**

**BE IT RESOLVED:** By the Board of Supervisors of Rockbridge County, Virginia, that the following appropriations are, and the same hereby are made, for the period ending **June 30, 2014** in **FUND 70, SCHOOL CONSTRUCTION FUND** and expended as follows:

4-70-66200-3160-950 Purchased Services..... \$37,103.00

**TOTAL FUND 70 APPROPRIATIONS** **\$37,103.00**

RECORDED VOTE:

AYES:  
NAYS:  
ABSTAIN:  
ABSENT:

Mr. Suter then presented the County Appropriation Resolution and requested approval of the resolution as presented.

Supervisor Ford moved to approve the County Appropriation Resolution. Supervisor Campbell provided the second, and the motion carried by unanimous roll call vote by the Board.

AYES: Ford, Campbell, Lewis, Hinty, Higgins  
NAYES: None  
ABSENT: 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, FEBRUARY 10, 2014, AT 5:30 P.M.

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

APPROPRIATION RESOLUTION

BE IT RESOLVED: By the Board of Supervisors of Rockbridge County, Virginia, that the following appropriation/s are, and the same hereby is made, for the period ending **June 30, 2014**, from the UNAPPROPRIATED SURPLUS of the **GENERAL FUND** and expended as follows:

4-11-21010-5402 Technology Trust Fund.....	\$5,100.00
4-11-31030-7001 Homeland Security Grant.....	\$881.00
4-11-81090-5623 Contrb-Horse Ctr. Debt-Lodging Tax....	\$39,287.00
4-11-81090-3002 Transportation Grant.....	\$8,023.00
4-11-91090-3004 Wayfinding Signage Grant.....	\$710.00
<b>Total General Fund Appropriations</b>	<b>\$54,001.00</b>

APPROPRIATION RESOLUTION

BE IT RESOLVED: By the Board of Supervisors of Rockbridge County, Virginia, that the following appropriation/s are, and the same hereby is made, for the period ending **June 30, 2014**, from the UNAPPROPRIATED SURPLUS of the **SWA/LANDFILL FUND** and expended as follows:

4-19-19050-3002 Professional Services.....	\$1,773.00
<b>Total SWA/Landfill Fund Appropriations</b>	<b>\$1,773.00</b>
<b>Total Appropriations</b>	<b>\$55,774.00</b>

**Current County**

11 - General Fund	\$649,731.54
19 - SWA/Landfill	\$61,878.82
20 - SWA/Recycling	\$9,223.51
94 - Central Stores	<u>\$3,376.45</u>
<b>Total County Bills</b>	<b>\$724,210.32</b>

**Current Fiscal Agent**

80 - Regional Jail	\$53,229.53
93 - CSA Administration	<u>\$616.79</u>
<b>Total Fiscal Agent</b>	<b>\$53,846.32</b>

**TOTAL ALL BILLS** **\$778,056.64**

RECORDED VOTE:

AYES:

NAYS:

ABSTAIN:

ABSENT:

### **Convene Solid Waste Authority (If Needed)**

The Solid Waste Authority did not convene.

### **Recognition of the Small Business Development Center**

Administrative Assistant for the Office of Community Development, Ms. Brandy Flint, introduced Ms. Joyce Krech, Director of the Shenandoah Valley Small Business Development Center and Ms. Betty Hoge, Certified Business Analyst and Advisor.

Ms. Krech presented the resolution honoring the 25<sup>th</sup> anniversary of the Small Business Development Center. She thanked the Board of Supervisors and the citizens of Rockbridge County for their support. She then introduced the campaign called "We Love Small Business" and turned the floor over to Ms. Hoge to provide details.

Ms. Hoge reviewed the SBDC's 2014 goals and activities while Ms. Krech provided the Board with handouts. She noted the first activity is a request for the County to pass a resolution celebrating the SBDC's 25 years of assisting small business. The 2<sup>nd</sup> item on the activities list involves encouragement of postings of photos with the hands/heart motif on FaceBook to describe how people love small businesses.

Supervisor Lewis commended the Small Business Development Center for its many years of success. He then read aloud the following resolution:



AT A REGULAR MEETING OF THE BOARD OF SUPERVISORS OF ROCKBRIDGE COUNTY, VIRGINIA,  
HELD AT THE ROCKBRIDGE COUNTY ADMINISTRATIVE OFFICES ON MONDAY, FEBRUARY 10, 2014

RESOLUTION BY THE BOARD OF SUPERVISORS  
OF ROCKBRIDGE COUNTY  
IN HONOR OF THE  
25<sup>TH</sup> ANNIVERSARY OF THE  
SMALL BUSINESS DEVELOPMENT CENTER

WHEREAS, small businesses and entrepreneurial activity are essential to a community's economy by creating jobs, providing essential goods and services, and preserving a desired quality of life; and,

WHEREAS, most new jobs created in the United States are the result of small business growth; and,

WHEREAS, Rockbridge County values small businesses and celebrates the diversity of goods and services they provide and the contributions they make to our community; and,

WHEREAS, the Shenandoah Valley Small Business Development Center (SV SBDC) was established in 1989 at James Madison University; and,

WHEREAS, the SV SBDC has, for 25 years, provided no-fee, confidential consultation, low-cost training, and access to resources to assist small businesses and entrepreneurs; and,

WHEREAS, the SV SBDC serves our community in collaborative economic development efforts; and,

WHEREAS, during its 25 years of service the SV SBDC has worked with more than 5,500 entrepreneurs, business owners, and managers to provide nearly 30,000 hours of business assistance and conducted nearly 1,000 events to train 10,000 attendees throughout the region.

NOW, THEREFORE BE IT RESOLVED that to honor the impact of the Shenandoah Valley Small Business Development Center and its clients, 2014 shall be proclaimed The Year of Small Business in Rockbridge County, and the slogan *We Love Small Business* will be advanced throughout the region.

Adopted this 10<sup>th</sup> day of February, 2014.

Recorded Vote:

AYES:

NAYES:

ABSENT:

Supervisor Lewis moved to adopt the resolution. A second was provided by Supervisor Hinty, and the motion carried by unanimous roll call vote by the Board.

AYES: Lewis, Hinty, Ford, Campbell, Higgins  
NAYES: None  
ABSENT: None

#### **Items to be added to the Agenda**

##### **Shenandoah Valley Partnership Presentation**

Administrative Assistant for Community Development, Ms. Brandy Flint, introduced Dennis Burnett, Executive Director of the Shenandoah Valley Partnership.

Mr. Burnett presented a PowerPoint to the Board of Supervisors and all those present regarding the Shenandoah Valley Partnership. In it, he emphasized the value our county receives from SVP in terms of market exposure and generation of business referrals. SVP works closely with the statewide Virginia Economic Development Partnership to maintain a regional presence throughout the nation; its staff attend numerous trade shows to promote business opportunities in our seven-county region. For example, Rockbridge Community Developer Sam Crickenberger will be attending a craft brewing trade show in Denver in April in affiliation with the Partnership.

Mr. Suter added his appreciation for Mr. Burnett's energy and enthusiasm in promoting Rockbridge County. Chairman Higgins thanked Mr.

Burnett for his presentation and service.

### **Presentation from the Virginia Horse Center**

Ms. Katherine Truitt, VHC Executive Director, spoke at length in accompaniment to a PowerPoint presentation. She referred to the large USDA loan arranged in 2007 by the state and the board of the private foundation that now runs VHC. There are 33 years left on the loan, with annual payments of \$604,555. With interest, total due over the next 33 years is about \$16 million. VHC is now asking the County and Lexington City to increase their lodging taxes by 1% to help pay off the debt. This is necessary, she said, because VHC is having trouble keeping up with loan payments following "a reduced number of horse entries in shows due to two double-digit recessions."

She went on to cite annual lodging revenues of \$23.5 million, of which 6% (the current lodging tax) amounts to about \$1.4 million. She warned that, should VHC close, that tax stream would be reduced by 30 to 50%. Ms. Truitt stated that people who come to Rockbridge because of VHC spend money that creates another \$4,785,000 in annual sales tax revenue, of which half goes to support our schools. She showed a slide which claimed that closing VHC would cut lodging revenues in half, to a reduced total of \$347,654 each to be applied to Tourism uses and to the General Fund.

Ms. Truitt then presented several slides listing the ways VHC has been cutting expenses, along with plans for additional cuts in the future. Additional slides detailed the dozens of community events either sponsored

or hosted by VHC, along with a listing of equestrian events - most of which are available for public viewing at no charge. Of special attention was the "Hoofbeats" therapeutic riding program, available at no charge to disabled citizens of all ages, including veterans. Finally, Ms. Truitt repeated her organization's formal request that the Board and the City of Lexington assume payment of the entire USDA debt load, at least until such time as VHC is better able to cover a portion of it. She noted that this could be achieved either by raising the lodging tax or by reallocating funds currently assigned for other uses. She referred to many further slides filled with testimonials in support of VHC, and concluded by giving each Board member a printed copy of her presentation in expanded form.

Supervisor Campbell requested that staff evaluate the VHC request and bring it back to the Board for discussion and further consideration at the next Work Session prior to the second February meeting.

Chairman Higgins then announced that, although no public hearing was scheduled, in view of the large number of citizens attending the meeting he would allow individuals to come forward and speak to the VHC request.

Carol Branscome of Walkers Creek District is the Director of the Hoofbeats program. She said she and her family are among the many who have moved here and bought property because of the VHC, noting that "we are the middle class in Rockbridge County." "It's the Golden Goose," she added, and implored the Board to act to support the VHC request, "if we're smart enough to keep it."

Brian and Penny Ross of Walkers Creek District handed each Supervisor a letter in support of the VHC request. They moved here in 1989 to judge

at some of the VHC's internationally-accredited shows. Since then, Mr. Ross said, "we've brought in over \$50 million to the community." He also stressed the economic value of over 1300 jobs here "that are directly influenced by the Horse Center."

Melanie Worth runs a horse facility in Augusta County and is a frequent exhibitor at VHC. "We're begging you to keep it," she said.

Anne Russek of Buffalo District and her family own and operate the Pink Cadillac Diner as well as a horse boarding business. Ms. Russek noted that she supports the VHC in general, but criticized the management of VHC, both by the Foundation Board and by Ms. Truitt herself. Particular problems included: a general culture of non-disclosure going back at least 10 years, citing the fact that then-County Fiscal Services Director Bob Claytor and member of the VHC Board was required to sign a non-disclosure agreement; a change in policy with regard to the hiring of a successor to the late Bob Reel, who was selected as executive director after a competitive national search - by contrast, John Scott was named "interim" replacement but later quietly elevated to permanent status, while Ms. Truitt was essentially recruited from within the ranks of the Foundation Board itself to replace Mr. Scott; "violation of the terms of the USDA loan" by taking out a second loan with BB&T, which Ms. Russek characterized as "borrowing from Peter to pay Paul to pay Katherine"; "muddled" priorities resulting from a perceived general "lack of vision" in VHC event scheduling and overall policy; and what Ms. Russek called a "welfare mentality" in VHC's continual reliance on support from government. "It has to be run more as a business," she stated.

Rosanna McMillan and her husband own a horse farm in Kerrs Creek District, and he previously served on the VHC Board. She pronounced her horse business a success, "despite, rather than because of, the Horse Center." She stated that VHC is "unappealing" to her clients due to "lack of green space" and "poor footing." In her critique of VHC management, she described an incident in early July of 2012, when she was denied access to drinking water to transport to her horses during the Derecho disaster.

Henley Gabeau of Walkers Creek District stated, " I love the VHC. I'd love for it to succeed. But I think it is not managed with best practices." She, too, found fault with VHC's lack of disclosure. She closed by suggesting that the County allow VHC to erect a large electronic sign to advertise its upcoming events.

Torben Pedersen of Natural Bridge District characterized VHC as "victims of the failure of Virginia to honor its promise" of ongoing support for what was conceived as a quasi-state operation. He took exception to an earlier description of VHC as "unappealing" by mentioning friends of his who admire VHC so much that they travel here from Canada to participate in shows. He offered "100% support," saying, "We can't let it go into default."

Brandon Dorsey of Buena Vista owns a business in Walkers Creek District and has worked here for decades as a surveyor. He spoke to VHC's role in enhancing property values throughout the County and in bringing in many residents who have built homes and contributed positively to the local economy. He, too, lauded VHC's provision of attractive open spaces. In the event of VHC closure, he predicted as much as a 20% decrease in

property values. "I think they're headed in the right direction; don't let the Virginia Horse Center go under."

Norm Rollenhagen of Kerrs Creek District owns and operates tourist rental property in Buffalo District. "It's getting to be big-city taxes" here, he said, citing New York City's rollback in lodging tax rates to stimulate tourism. He pointed out that some forget that sales tax is assessed, in addition to the transient occupancy tax, stating that the total tax would increase from 11.3% to 12.3%. He suggested the Board come up with a different way of helping VHC.

Molly Moore of South River District objected to VHC's "misuse" of funds raised by a private group and earmarked for specific improvements. She concluded, "Rockbridge County does not need to put any more money into a private foundation," citing plenty of needs in the area of recreation, waste management and other core services.

Russell Williams of South River District is president of the Rockbridge Farm Bureau. He praised the growth of the relationship between the Bureau and VHC, which have worked together successfully to produce a tractor pull at the Fair for the past 7 years. "They are trying and slowly getting better," he said, urging the Board to offer "support any way you can. Either raise the tax or reallocate."

After the public had spoken, Chairman Higgins asked whether the Board had any more questions. Supervisor Hinty asked Ms. Truitt to provide a detailed budget broken down into line items. She agreed to do so. Mr. Suter noted that he and City Manager Jon Ellestad had spoken prior to the meeting and collectively recommended that the County and City work

together through this process. He further indicated that, while the City and County may not ultimately end up taking the same actions, it would be beneficial to share information with the goal of reaching a universally agreeable solution.

## **Citizens Comments**

### **Cardinal Committee Report- School Marketing**

Administrative Assistant for the office of Community Development, Brandy Flint, provided the following report: "Per the discussion at the last Board meeting, Mr. Crickenberger and I were able to schedule a meeting with the Cardinal Committee to discuss marketing strategies. During the Cardinal Committee meeting, the consensus was to market the school properties in house, especially since we have local business leaders who are already interested in RMS. The Committee felt that an RFP should be drafted, for both Board and Committee review. This RFP would advertise the facility to the general public for a period of 4 weeks. The Committee felt this was ample time to ensure that anyone who is interested in the school and has a valid reuse proposal could submit it. The proposals would then be reviewed by the Committee and action taken from there."

Supervisor Lewis requested proceeding with issuance of an RFP.

Supervisor Ford asked how the RFP would be advertised.

Ms. Flint replied that it would be advertised in local papers and possibly in the Roanoke "Times".



Supervisor Lewis moved to proceed. Supervisor Ford provided the second, and the motion carried by unanimous roll call vote by the Board.

AYES: Lewis, Ford, Campbell, Hinty, Higgins  
NAYES: None  
ABSENT: None

### **Update on Natural Bridge**

County Administrator Spencer Suter reminded those present of the resolution adopted by the Board in June of 2013, which urged State and Federal officials to explore every possible avenue to ensure that The Natural Bridge of Virginia be forever preserved for the enjoyment of the public. He advised that last Thursday (February 6), the Virginia Conservation Legacy Fund purchased The Natural Bridge and all holdings from longtime owner Angelo Puglisi. Mr. Suter provided additional details on the sale, sharing that Tom Clarke of VCLF plans to update the appearance of the hotel and grounds and revamp the marketing strategy. Also, Mr. Clarke anticipates reopening the Bridge very soon and the hotel around March 14<sup>th</sup>. Mr. Suter noted that reopening these facilities is expected to initially provide 50 jobs. He also noted that there will be online reservation capabilities. Mr. Suter went on to explain that, in the midterm, Mr. Clarke plans to work with the Virginia Department of Conservation and Recreation in preparing for transfer of most of the land (1531 acres), including the bridge itself, to the future Natural Bridge State Park. Mr. Clarke plans to create hiking, biking, and riding trail networks and other attractions to bring in visitors and keep them coming back - as well transitioning to a theme of "Virginia Made" in order to

promote products produced in the Commonwealth. Mr. Suter explained the new owners have committed to holding the County harmless with regard to tax revenues.

Chairman Higgins commended Mr. Suter for the information he provided regarding the Natural Bridge as well as all other updates he has provided in the past on other projects.

### **Consideration of Personnel Policy Amendments- VRS/Hybrid Employees**

Mr. Suter advised that, during the January 27<sup>th</sup> meeting, the Board of Supervisors requested that he work with the Personnel Policy Review Committee - Chairman Higgins and Supervisor Campbell - and return to the full Board with a policy which would allow implementation of the new VRS Hybrid Plan. Mr. Suter provided background information which led to these changes in the policy. He stated that the Commonwealth has created a new retirement plan for certain employees hired after January 1, 2014. Since the new plan includes a short term disability benefit, he stated that adjustments needed to be made to the current policy to ensure that equity exists between new, Hybrid employees and existing Plan 1 & 2 employees. He advised that the draft policy being presented does four (4) things: 1) caps all sick leave accrual at 8 hours per month; 2) removes the sick leave cap for Plan 1 & 2 employees; 3) puts a cap of 160 hours on both sick and annual leave for hybrid employees; and 4) contains language which would exclude hybrid employees from participating in any contemplated sick leave bank. He advised that existing Plan 1 & 2 employees may opt to join the Hybrid plan between now and April 30<sup>th</sup>. Should the Board choose to

adopt the policy shown, he confirmed that staff would be notified of their options so that they may make an informed decision.

Supervisor Campbell moved to adopt the proposed Sick Leave Policy. Supervisor Hinty provided the second, and the motion carried by unanimous roll call vote by the Board.

AYES: Campbell, Hinty, Ford, Lewis, Higgins  
NAYES: None  
ABSENT: None

## ROCKBRIDGE COUNTY LEAVE PLAN

### Policy Statement

As a result of the Commonwealth of Virginia's decision to enact a new "Hybrid" retirement program for certain eligible employees hired on or after January 1, 2014, the Rockbridge County Board of Supervisors has revised leave accrual rates and maximum caps, which also impact existing employees, hired prior to January 1, 2014. These employees may opt to transfer to the Hybrid plan within a specified window, which closes on April 30, 2014. The new policy is described below.

### Definitions

Plan 1-2 – The VRS Retirement which covers employees hired prior to January 1, 2014 and certain employees in the Law Enforcement and Fire/EMS field, as defined by the Commonwealth. The plan offers specific retirement benefits, but does not include a Short Term Disability benefit.

Hybrid Plan - The VRS Retirement which covers eligible employees hired on or after January 1, 2014. The Hybrid Plan provides for a short-term disability benefit, after an employee has worked for 12 months.

Hybrid Plan Employees – Eligible employees hired on or after January 1, 2014, or employees hired before January 1, 2014, who opt to transfer to the Hybrid plan.

Plan 1-2 Employees – Employees hired prior to January 1, 2014, who elect to remain in their current retirement plan.

### Enrollment:

All eligible employees hired or re-hired on or after January 1, 2014 will be automatically enrolled in the Hybrid Plan via completion of required forms during employee orientation. Plan 1-2 employees opting to enroll in the Hybrid Plan must do so by the close of business on April 30, 2014. Information about Hybrid Plan options is available in the Office of Fiscal Services, and online at [www.varetire.org/hybrid](http://www.varetire.org/hybrid).

## Leave Accruals and maximum caps:

In that the Hybrid Plan offers a Short Term Disability benefit and Plan1-2 does not, the Board of Supervisors has opted to change leave accrual rates and maximum caps in order to achieve equity between the plans. The following table describes leave accrual rates and maximum caps.

	<b>Plan 1-2 Employees</b>	<b>Hybrid Plan Employees</b>
<b>Sick Leave Accrual</b>	8 hrs /month	8 hrs/month
<b>Sick Leave Cap</b>	Unlimited	160 hours
<b>Annual Leave Accrual</b>		
1-5 yrs service	8 hrs/month	8 hrs/month
6-10 yrs service	10 hrs/month	10 hrs/month
11-15 yrs service	12 hrs/month	12 hrs/month
16 + yrs service	14 hrs/month	14 hrs/month
<b>Annual Leave Cap</b>	240 hrs	160 hours

## Short Term Disability (STD) – Hybrid Plan

As of January 1, 2014, newly hired, re-hired or employees opting into the Hybrid Retirement plan will be covered under a short-term disability (STD) plan offered by the County and administered a third party administrator. The short term disability plan provides for a weekly benefit of less than 100% of normal weekly pay in accordance with the provisions of the plan document.

The STD program provides a weekly benefit administered by a third party plan administrator. Employees are required to file a claim for benefits with the insurance company and be approved before any benefit will be paid. The amount of benefit, length of coverage, and the process to file a claim are provided in STD plan documents. Sick and annual leave, if accrued, shall be used by the employee during periods of STD to cover the initial waiting period of 7 calendar days, and may be used to make up the difference between the amount received under the benefit schedule and the employee's normal pay. An employee may not receive more than 100% of the normal base pay amount when combining the STD benefit and accrued leave. STD is directly funded by the County, and therefore taxes shall be deducted from the amount paid to the employee as required by IRS regulations.

The STD benefit period may last longer than the period established under the Family Medical Leave Act. Nothing in the STD plan or County Accrued Leave policies extends FMLA benefits beyond those provided by law.

## **Long Term Disability (LTD) – Hybrid Plan**

Hybrid Plan employees may transition from a STD into a LTD benefit period after their disability has been evaluated. Approval of LTD benefits rest solely with the insurance company.

## **Disability Retirement Plan – Plan 1-2**

Employees of the County that are not participants in the Hybrid VRS plan are covered under the traditional VRS disability retirement plan. Contact Fiscal Services for information about the VRS disability retirement plan.

## **Other Limitations**

- Hybrid Plan Employees shall not be eligible for existing or contemplated Sick Leave Banks.
- No employee shall accrue or be otherwise eligible for holiday leave or bereavement leave, while on short or long term disability, or on leave without pay.

Where conflicts exist with any existing policy, to include the County's Personnel Policy Manual, this policy will prevail.

Adopted this 10<sup>th</sup> day of February, 2014

Recorded Vote:

AYES:

NAYES:

ABSENT:

## **Radio System Update**

In review, Mr. Suter noted that all three (3) localities supported the Rockbridge Regional Communications Center Management Board's ranking recommendation in late November, with Harris Communications ranked as the number 1 proposer. Since that time, three parallel tracks have been underway. Those are:

- 1) **Contract negotiation** - Sheriff Chris Blalock, past Director Craig Sheets and the County Administrator joined our consultant, Federal Engineering, in negotiation talks with Harris. More recently, local attorney Brian Kearney was brought in to provide legal consultation

and review.

2) **Financing** - The cost of the system as quoted is \$8,452,381.

Additionally, a 10% contingency was added to the Infrastructure portion for a total of \$8,975,572.

Mr. Suter noted that the Rockbridge Regional Communications Center Management Board cannot borrow funds; therefore, the process fell to the major funder of the project, Rockbridge County. He advised that the first three years of maintenance would be included under the warrantee, but there will be additional costs such as tower leases and utility costs which we would have to account for. In years 4 - 10 we would be looking at a significant annual maintenance cost for the system, estimated at around \$230,000 per year.

3) **Intergovernmental Agreement** - An agreement has been drafted and County Attorney Vickie Huffman is currently working on the final draft to present to Lexington and Buena Vista. Mr. Suter advised that no action was requested at this time.

### **Staff Reports**

Supervisor Ford remarked that he was glad to see that the Recycling Department had begun a preventive maintenance program for the compactor system.

Chairman Higgins commented on the appearance of the interior of the building, pointing out new carpet and paint in several offices. He commended the Building Department and the Parks and Recreation staff for

their work associated with the renovations.

Mr. Suter commended all staff for their efforts during the renovations.

Supervisor Campbell moved to accept the staff reports as presented. Supervisor Ford provided the second, and the motion carried by unanimous roll call vote by the Board.

AYES: Campbell, Ford, Hinty, Lewis, Higgins

NAYES: None

ABSENT: None

### **Adjourn**

With there being no further business to discuss, the meeting was adjourned.