

AT A WORK SESSION OF THE BOARD OF SUPERVISORS OF ROCKBRIDGE COUNTY
VIRGINIA, HELD IN THE COUNTY ADMINISTRATION BUILDING,
150 SOUTH MAIN STREET LEXINGTON, VIRGINIA,
ON TUESDAY, OCTOBER 13, 2015, AT 4:30 P.M.

PRESENT: CHAIRMAN J.M.HIGGINS
MEMBERS: R.R.CAMPBELL, R.S.FORD, D.W.HINTY, JR.
ABSENT: A.W.LEWIS, JR.
CLERK TO BOARD: SPENCER H. SUTER
COUNTY ATTORNEY: VICKIE L. HUFFMAN
STAFF: RON ARGENBRIGHT, HEIDI CONNER, WAYNE NICELY,
SAM CRICKENBERGER, ROBERT FORESMAN, BETTY TROVATO,
BRANDY WHITTEN

Called to Order

Chairman Higgins called the meeting to order at 4:30 P.M.

Presentation on Salary and Benefits Study Recommendations- Springsted and Associates

County Administrator Spencer Suter announced that this was a Called Work Session to discuss the Salary and Benefits Study performed by Springsted and Associates. He then reviewed the Agenda Item: "In January, the Board contracted with Springsted and Associates to conduct a Classification, Compensation Plan and Performance Evaluation Study, based on the recommendation of the Board's Personnel Committee (Chairman Higgins and Supervisor Campbell) and a staff team comprised of Spencer Suter, Sam Crickenberger and Wayne Nicely. A significant task under the contract was execution of a compensation and classification study for Board of Supervisors staff, which Springsted recently completed.

"At Tuesday's work session, Springsted will be presenting the findings of their study for Board of Supervisors consideration. It will include an overview of the County's current system, methodology in conducting a salary and benefits study, results of the study, and recommended options for the Board to consider in the areas of position classification and pay scale. Other primary tasks under the contract included review and suggested revision of the County's listing of position descriptions and development of recommended revisions to the County's performance evaluation system. Review of position descriptions is nearly complete and Springsted will begin work on the performance evaluation system immediately following delivery of the initial report on Tuesday."

Mr. Suter personally thanked the Personnel Committee members for their efforts. He then introduced Joel Davis, Vice President of Springsted Incorporated.

Mr. Davis presented the Board with a PowerPoint. Some of that information is provided below:

Purposes for the Study:

- Responds to changing market conditions and supports the County's efforts to attract and retain quality employees
- Recognizes changes in employees' duties and responsibilities resulting from workplace and organizational changes
- Ensures internal equity and consistency among similar positions
- Ensures that salaries are externally competitive with comparable employers in appropriate labor markets

Why do Local Governments conduct Classification and Compensation Studies?

- To ensure that compensation and benefits for employees are equitable and competitive in the labor market
- To ensure that employees' position descriptions are up-to-date, which should aid in recruitment of capable employees when vacancies occur (through retirement, transfers, etc.)
- To ensure that salary compression issues are addressed
- To aid in reducing employee turnover
- To ensure Federal regulations are met (FLSA and ADA)
- To ensure jobs are treated in a fair manner and their rankings and pay are based upon a rational system of evaluation

The County's Objectives:

- Evaluate competitiveness of the salary, benefits, and additional pay compared to external market value;
- Develop a compensation strategy and salary structure that is fair, both internally and externally;
- Review current compensation practices and policies;
- Review the County's current performance evaluation system and make recommendations for improvements or develop a new system;
- Evaluate the internal ranking of current positions based on job responsibilities and salaries; and
- Develop sound recommendations for implementation which result in the ability of the County to retain existing employees and recruit high quality employees when necessary.

Methodology utilized in the Study:

- Meetings with the County Administrator and Management team
- County employee orientation meetings
- Collection of data
- Development of new classification descriptions
- Evaluation of positions
- Obtain market salary and benefits information
- Development of salary line
- Assignment of positions to pay grades
- Development of implementation options

Study Findings:

- Salaries paid to County employees are, for the most part, lower than the average salary rates paid in comparable regional organizations
- Internal pay relationship inequities exist within the County
- In order to develop consistency for the County and to maintain competitiveness within the regional labor market. the current pay plan is recommended to be changed to an "open range" system
- Policies regarding maintenance of the plan should be evaluated

Salary Survey results and pay scale comparisons:

The County's Proposed Pay Scale:

- Has been developed utilizing the respondents' survey data and is consistent with the other jurisdictions
- Is an open range system that provides a minimum, midpoint and maximum salary consistent with the survey responses
- Contains thirty-five (35) pay grades with a 5% separation between grades and a minimum to maximum spread of 55%

Implementation Options:

1 - Move positions that are now below the minimum of the recommended pay grade to the minimum of the recommended pay grade

- 46% of the County's employees are paid below the minimum of the proposed salary ranges
- Annual cost to resolve the finding is \$73,573 - or 3.71% of total salaries in the County's current payroll
- Increases market comparability and competitiveness

Implementation Options:

2 - Move positions that are now below the minimum of the recommended pay grade to the minimum of the recommended pay grade or provide 2% increase, whichever is greater

- 100% of the County's employees are impacted
- Annual cost is \$100,809 - or 5.08% of total County salaries
- Includes Adjustments to the Minimum - addressed in Option 1
- Provides a minimum level of funding to address salary compression issues
- Increases market comparability and competitiveness

Implementation Options:

3 - Years of service adjustment

- Addresses salary compression issues
- 100% of the County's employees are impacted
- Annual cost is \$114,861 = or 5.79% of total County salaries
- Includes adjustments to the as addressed above
- Provides 0.25% increase per year of service - placing employees within grade

On-going Administration:

Annual Adjustments

- Establish guidelines for base adjustments in reference to CPI, comparable organizations, other economic indicators
- Adjust pay ranges and wages of employees
- Adjustments that recognize individual employee performance

Closing Comments:

Adoption of the report's recommendations will result in:

- Fairer and more equitable compensation to employees in a growingly competitive labor market
- Improved opportunities to reduce turnover among current employees and to recruit quality replacements, when needed
- Compensation that addresses internal equity and external market competitiveness
- Establishing a market position that is fiscally responsible with public resources

Mr. Davis asked for questions from the Board.

Supervisor Ford asked Mr. Davis if he could provide guidance on how the County could acquire employee health insurance whose cost and benefits are more predictable.

Mr. Davis stated that health insurance options could be bid out just so the County would know what was out there - whether better or not. He

recommended that, should the Board decide to issue a Request for Bids [RFB] from insurance providers, they use a broker to do the work.

Chairman Higgins asked Mr. Davis if he knew of any insurance plans that he has actually seen work as he has heard it could hurt the employees in long term.

Mr. Davis replied that, yes, he had actually seen RFB's work in other localities.

Mr. Suter supported Mr. Davis's recommendation to hire a broker, as that person/firm would know market trends, so the return would be much greater than doing the work in-house. He stated that, otherwise, there would be a lot of strain on staff and the recipients of the services. He noted that the County is very fortunate to have had a good health record, resulting in generally level or only slightly increasing premiums for the past few years.

Mr. Davis suggested that the County look into a wellness program. He stated that he would be happy to show the Human Resources Director examples of programs which could ultimately save the County money.

Supervisor Ford asked if the Regional Jail and Commonwealth's Attorney's offices were included in the same health insurance policy as County employees.

Chairman Higgins confirmed that employees of the Regional Jail and all constitutional offices were part of the same insurance group - but not school employees.

Mr. Davis advised that the Constitutional Officers were surveyed separately. He then thanked Mr. Suter for all his communications and help during the study. He also thanked Heidi Conner, H.R. Director, for her involvement in the study since she started with the County just months ago.

Supervisor Campbell asked Mr. Davis if he had ever seen a pay scale similar to what the County currently uses. Mr. Davis replied, that though he has seen many step systems, he has never seen one like the County's. He then noted that the potential fiscal impact of the recommendations from this study would not cost nearly so much as in some localities he has studied. He stated that one locality he is currently studying could be looking at more than \$1M in total salary adjustments if implemented.

Supervisor Campbell asked if there was any money budgeted this Fiscal year [FY] to implement changes to salaries.

Mr. Suter replied that there is not. He advised that the Board had decided before the study and approval of the budget to look closely at the recommendations and should they feel any increases were necessary, they could then appropriate the funds.

Chairman Higgins agreed and noted that there is money available to appropriate the funds. Supervisor Ford agreed, noting that the amounts recommended fell within the range anticipated by the Finance Committee.

Supervisor Campbell suggested the recommendations go back to the Personnel Committee.

Chairman Higgins recommended that the study go back to the Personnel Committee to review and bring back any recommendations to the Board at a later time.

Supervisor Ford recommended that each Board member individually meet with members of the Personnel Committee in the meantime.

Mr. Suter suggested that the original staff committee be included in meetings with the Board Personnel Committee, to ensure that those who could be impacted (staff) have a voice in the discussion. The Board concurred.

The Board thanked Personnel Committee members Sam Crickenberger and Wayne Nicely for attending the Work Session. Both were provided a copy of the final study.

Chairman Higgins closed the Work Session at 5:13 P.M. and noted that the regular meeting would begin at 5:30 P.M.

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Call to Order

Chairman Higgins called the meeting to order at 5:30 P.M.

Supervisor Campbell delivered the invocation and led in the Pledge of Allegiance.

Recognitions and Presentations

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

Citizens' Comments

Chairman Higgins called for citizen comments. There were none.

Items to be added to the Agenda

Chairman Higgins called for items to be added to the Agenda. There were none.

Approval of September 28, 2015 Minutes

Supervisor Ford moved to approve September 28, 2015 Minutes. Supervisor Campbell provided the second, and the motion carried by the following roll call vote, with Supervisor Lewis being absent:

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

County Financial Package

In the Finance Director's absence, County Administrator Spencer Suter reviewed the Monthly Finance Memorandum:

Section I - Commissioner of the Revenue

Activities for Month:

1. Working on adjustments to personal property accounts.
2. Preparing the first 2015 supplemental book for personal property.
3. Continue efforts on the December 2015 real estate tax book.
4. Working on land-use revalidations for 2016.
5. Land Use files being scanned are nearly complete.
6. Assisting Wingate with re-assessment work.

Section II - Treasurer

Activities for Month:

1. Collections of personal property taxes due October 5, 2015 continue.
2. Began work on delinquent notifications for personal property.

3. Preparing list of outstanding Delinquent real estate (2012 and earlier) files advancing to Taxing Authority Consulting Services attorney for collection.
4. A Delinquent Real Estate Tax Sale is scheduled for Thursday Nov 19, 2015 in the Circuit Court.
5. Auditors on site to complete final fieldwork for FY 2015 during October.
6. End of month preparation of Real Estate billings due December 7, 2015.

Mr. Suter then provided a procurement update:

1. Staff canceled the informal solicitation for partial replacement of door lock mechanisms at the Rockbridge County Administration Building to consider alternative solutions as a resulting of the pre-bid meeting on September 29, 2015.
2. An Invitation for Bids [IFB] for the FY 2016 testing and certification of aerial devices and fire apparatus pumps remains open through October 29, 2015 at 2:00 P.M.
3. An IFB for FY 2016 testing of self-contained breathing apparatus remains open through October 29, 2015 at 1:00 P.M.
4. An IFB for FY 2016 testing of fire hose and ground ladders remains open through October 29, 2015 at 3:00 P.M.

During Mr. Suter's review of expenditures versus revenues, Supervisor Ford asked if line item 32040 under Fire Prevention, entitled "State

Forest Fire Control" in the amount of \$15,761.88 is an expenditure related to the fire near Botetourt County, and if so, would there be any reimbursement.

Mr. Suter advised that it was not related to the fire but a pre-planned annual cost share provided to the Commonwealth.

Mr. Suter then reviewed the County Appropriation Resolution. He noted the following:

- Line Item 4-11-31030-7501 entitled "Purchase of Cars" was for a request from Sheriff Blalock for three (3) insurance payments received for damages to two (2) vehicles and one in-car mobile data terminal.
- Line Item 4-11-99010-6192 entitled "Transfer to Lined Landfill" was for a General Fund Transfer to pay for lined landfill costs.

Mr. Suter recommended approval of the Appropriation Resolution as presented.

Supervisor Ford moved to approve the County Appropriation Resolution as presented. Supervisor Campbell provided the second, and the resolution was approved by the following roll call vote, with Supervisor Lewis being absent:

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

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 TUESDAY, OCTOBER 13, 2015, AT 5:30 P.M.

On motion by Supervisor Ford, seconded by Supervisor Campbell, 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 appropriations are, and the same hereby is made, for the period ending **June 30, 2016**, from the UNAPPROPRIATED SURPLUS of the **GENERAL FUND** and expended as follows:

4-11-31030-7501 Purchase of Cars.....	\$9,965.00
4-11-99010-6192 Transfer to Lined Landfill.....	\$9,275.00
Total General Fund Appropriations	\$19,240.00
Current County	
11 - General Fund	\$728,201.32
94 - Central Stores	<u>\$3,958.22</u>
Total County Bills	\$732,159.54
Current Fiscal Agent	
80 - Regional Jail	\$60,664.22
92 - Drug Fund	<u>\$3,793.27</u>
Total Fiscal Agent	\$64,457.49
TOTAL ALL BILLS	\$796,617.03

Convene Solid Waste Authority

Chairman Higgins convened the Solid Waste Authority at 5:42 P.M.

Solid Waste Authority Financial Package

Mr. Suter reviewed the Solid Waste Appropriation Resolution and recommended approval as presented.

Supervisor Campbell moved to approve the Solid Waste Appropriation Resolution as presented. Supervisor Ford provided the second, and the resolution was approved by the following roll call vote, with Supervisor Lewis being absent:

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

AT A REGULAR MEETING OF THE ROCKBRIDGE COUNTY SOLID WASTE AUTHORITY, HELD AT THE COUNTY ADMINISTRATIVE BUILDING, 150 SOUTH MAIN STREET, LEXINGTON, VIRGINIA, ON TUESDAY, OCTOBER 13, 2015 AT 5:30 P. M.

On motion of Supervisor Campbell, with second by Supervisor Ford, the Authority, by record vote, adopted the following appropriation resolution and payment of bills for the month as follows:

APPROPRIATION RESOLUTION

BE IT RESOLVED: By the Rockbridge County Solid Waste Authority, that the following appropriations are, and the same hereby is made, for the period ending **June 30, 2016**, from the UNAPPROPRIATED SURPLUS of the **SWA-LANDFILL FUND** and expended as follows:

4-19-19040-7002 Purchase Capital Equipment.....	\$42,500.00
4-19-19070-3001 Engineering Services.....	\$5,808.00
4-19-19070-3901 Permit Fees.....	\$2,804.00
4-19-19070-7010 Construction-Office Bldg.....	\$663.00

Total SWA-Landfill Fund Appropriations

\$51,775.00

Current SWA

19 - SWA-Landfill	\$52,179.71
20 - SWA-Recycling	<u>\$6,843.62</u>

TOTAL SWA BILLS **\$59,023.33**

Chairman Higgins closed the Solid Waste Authority and returned to the Board of Supervisors regular meeting at 5:44 P.M.

Legislative Priorities Discussion/Consideration

Mr. Suter reviewed the Agenda Item: "In the Board's September 28 work session, the Board and staff discussed a draft listing of legislative priorities for the upcoming, 2016 session of the Virginia General Assembly. As a result of discussion, the listing was slightly revised / amended. The resultant, final draft is attached for your review and consideration. The purpose of this agenda item is to engage in any final discussions and adopt listing of priorities, which would be sent to Senator Creigh Deeds and Representative Ben Cline for consideration."

Supervisor Ford noted that he and Mr. Suter had recently attended a VACo Conference on Legislative Priorities in Harrisonburg, also attended by Delegate Steve Landes and a representative of Delegate Tony Wilt. Among other business relating to the County, a suggestion to reopen the Natural Bridge Learning Center as a residential treatment facility for at-risk youth was discussed informally and to general approval of those present.

Supervisor Campbell asked if there had been further discussion about the potential in include a request to the Commonwealth for a percentage of future gate fees to be diverted to local coffers. Mr. Suter noted that it might be best to communicate that information directly to our General Assembly Representatives.

Chairman Higgins explained that if Natural Bridge became a State Park, it would seem fair for the County to receive a percentage of the gate.

Supervisor Ford moved to adopt the list of priorities and direct the County Administrator to remit to our General Assembly representatives, with a cover letter from the Chairman. Supervisor Campbell provided the second, and the motion carried by the following roll call vote, with Supervisor Lewis being absent:

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

Rockbridge County Board of Supervisors Legislative Priorities – 2016

Initiatives / positions that the Rockbridge County Board of Supervisors requests that our House and Senate Representatives support or champion during the 2016 General Assembly Session:

- More adequately support state mandated programs, where costs are shared by the commonwealth and localities:
 - o K-12 Education
 - o Standards of Learning
 - o Mandated replacement of electronic voting equipment
 - o Community Service Boards
 - o Mental Health
 - o Constitutional Offices
 - o Local Fire and EMS

- Law enforcement
- Public Libraries
- Based upon recent JLARC report (<http://jlarc.virginia.gov/k-12-spending.asp>), request that General Assembly more closely meet its obligation to fund elementary and secondary education.
- Support the commissioning of a JLARC study to address application of the Children's Services Act and its rapidly growing financial impact on localities.
- Oppose legislation that limits local government taxing authority unless there is a replacement source of revenue.
- The Commonwealth should bear 100% of the cost for any new service or program mandated by the state.
- Reconsider the 2012 arbitrary transfer of fiscal responsibility to local governments for the Line of Duty Act (LODA) benefits awarded to local first responders.
- Reconsider the stringency and structure of Storm Water regulations. Though we understand that the regulations are generally as the result of federal mandates, the Commonwealth must recognize the impact of the regulations on private enterprise and local general funds. At the very least, the state should lift the requirement for 28% return of fees to the commonwealth, and allow localities to waive state fees when the Commonwealth does not participate in reviews or long-term monitoring.
- Support new and ongoing capital funding for the Virginia Horse Center in the state budget.
- Support legislation similar to the following that addresses issues related to reciprocity for Fire and EMS professionals across state boundaries:
 - HB1660 - Recognition of EMS Personnel Licensure Interstate Compact. Creates the Recognition of Emergency Medical Services Personnel Licensure Interstate Compact to (i) protect the public through verification of competency and ensuring of accountability for patient-care-related activities of licensed emergency medical services (EMS) personnel,(ii) facilitate the day-to-day movement of EMS personnel across state boundaries in the performance of their EMS duties as assigned by an appropriate authority, and (iii) authorize state EMS offices to afford immediate legal recognition to EMS personnel licensed in a member state.
 - SB877 - Recognition of EMS Personnel Licensure Interstate Compact. Creates the Recognition of Emergency Medical Services Personnel Licensure Interstate Compact to (i) protect the public through verification of competency and ensuring of accountability for patient-care-related activities of licensed emergency medical services (EMS) personnel, (ii) facilitate the day-to-day movement of EMS personnel across state boundaries in the performance of their EMS duties as assigned by an appropriate authority, and (iii) authorize state EMS offices to afford immediate legal recognition to EMS personnel licensed in a member state.
- Support practical and reasonable initial certification and ongoing medical education requirements for volunteer EMS providers. We recognize the importance of training and proper certification, but

unreasonable education and certification requirements pose a significant barrier to volunteer EMS service.

- Prioritize returning the Natural Bridge Learning Center to beneficial use.

Declaration of Surplus Property- Rockbridge Middle School Mobile Units

Mr. Suter reviewed the Agenda Item: As the Board is aware, there are three "mobile" classrooms sited behind the former Rockbridge Middle School building. Currently, the County is contemplating a revised proposal from the Rick Mast Foundation to return the school to beneficial uses, with potential for Centra Health to become the owner of the building. Under this plan, the County would retain ownership of the majority of the land surrounding the main school building. One challenge faced in returning the site to beneficial use is removal of the exterior classroom buildings, which have reached the limit of their use on this site. One option for removal is placement of the buildings on GovDeals.com - to offer them for sale at for public auction. A condition of contract would be complete removal of the buildings in a safe manner which does not cause any damage to the adjacent buildings, grounds or utilities. In accordance with sound governmental policy, surplus property should be declared as such by the governing body and disposed of in a manner which is open and equitable.

Supervisor Campbell moved to approve the resolution declaring the mobile units as surplus property. Supervisor Ford provided the second, and the motion carried by the following roll call vote, with Supervisor Lewis being absent:

AYES: Campbell, Ford, Hinty, Higgins

NAYES: None
ABSENT: Lewis

AT A REGULAR MEETING OF THE BOARD OF SUPERVISORS OF ROCKBRIDGE COUNTY,
VIRGINIA, HELD AT THE ROCKBRIDGE COUNTY ADMINISTRATIVE OFFICES ON TUESDAY,
OCTOBER 13, 2015

**RESOLUTION TO DECLARE THREE EXTERIOR CLASSROOM MOBILE
UNITS AS SURPLUS AND TO AUTHORIZE DISPOSAL THROUGH PUBLIC
SALE OR AUCTION, INCLUDING ONLINE PUBLIC AUCTION**

WHEREAS, the County of Rockbridge owns three mobile units previously used as exterior classrooms on the property of the former Rockbridge Middle School; and,

WHEREAS, removal of these structures from the premises is deemed to be in the best interest of the County for both economic development purposes and for future beneficial use of the property; and,

WHEREAS, staff recommends that the three units be declared as surplus and sold through public sale or auction, including online public auction.

NOW, THEREFORE, be it **RESOLVED** by the Board of Supervisors of Rockbridge County, Virginia, as follows:

1. That the three exterior classroom structures on the premises of the old Rockbridge Middle School be, and hereby are, declared surplus property.
2. That the County Administrator or the Fiscal Services Director, as the County Purchasing Agent, is hereby authorized to dispose of said surplus property through public sale or auction, including online public auction, and to sell said property to the highest competitive bidder.
3. That a stipulation of the sale be that removal of the buildings be conducted in a timely, safe manner without damage to surrounding buildings, property and utilities.
4. That the County Administrator or the County Purchasing Agent is hereby authorized to execute such documents and take such actions on behalf of the County as are necessary and appropriate to accomplish the sale of said property, all of which shall be on form approved by the County Attorney.
5. That this resolution shall be effective on and from the date of its adoption.

Appointments

Public Service Authority (PSA) - Larry Bond - Term Expires 10/14/2015

Supervisor Campbell moved to reappoint Mr. Larry Bond to the PSA Board. Supervisor Hinty provided the second, and the motion carried by the following roll call vote, with Supervisor Lewis being absent:

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

Staff Reports

Supervisor Campbell moved to accept the Staff Reports. Supervisor Ford provided the second, and the motion carried by the following roll call vote, with Supervisor Lewis being absent:

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

Board Comments

Supervisor Ford asked if the Board had decided to keep the first November meeting as scheduled.

Mr. Suter stated that a discussion had arisen at the Board's last meeting concerning the possibility of moving the first November meeting to a day later in the same week. The reason he explained, was a conflict with the annual VACo conference. He discussed that subsequent efforts to reschedule were unsuccessful, due to longstanding use of County meeting

room facilities by other governing bodies. He noted that Chairman Higgins had suggested the possibility of simply cancelling the first November meeting. However, Mr. Suter recommended to the Board that it simply go ahead and hold the meeting at the regularly scheduled time (5:30 P.M. on Monday, November 9th), since there may be time-sensitive business for the Board to consider. The Board concurred.

Adjourn

Supervisor Campbell moved to adjourn at 5:53 P.M. Supervisor Hinty provided the second, and the motion carried by the following roll call vote, with Supervisor Lewis being absent:

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