

The Carroll County Board of Supervisors held their regular monthly meeting on, May 8, 2017 in the Board Meeting Room of the Carroll County Governmental Center.

Present were: Joshua Hendrick
Rex L. Hill
Dr. Tom Littrell
Bob Martin
Phil McCraw
Robbie McCraw
Steve Truitt, County Administrator
Nikki Cannon, Assistant County Administrator
Steve Durbin, County Attorney

Mr. Martin called the meeting to order at 4:30 p.m.

CLOSED SESSION – PURSUANT TO VIRGINIA CODE SECTION 2.2-3711(A1, A3, A5, A7)

Upon motion by Mr. Hendrick, seconded by Mr. Hill, and passing, the Board convened a Closed Session for the discussion of personnel, legal matter, as authorized by Virginia Code Section 2.2-3711 (A3. A5, A7).

Mr. Truitt explained the reasons for entering Closed Session.

3. Discussion or consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body.

5. Discussion concerning a prospective business or industry or the expansion of an existing business or industry where no previous announcement has been made of the business' or industry's interest in locating or expanding its facilities in the community.

7. Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body; and consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. For the purposes of this subdivision, "probable litigation" means litigation that has been specifically threatened or on which the public body or its legal counsel has a reasonable basis to believe will be commenced by or against a known party. Nothing in this subdivision shall be construed to permit the closure of a meeting merely because an attorney representing the public body is in attendance or is consulted on a matter.

VOTES

Mr. Hendrick Yes
Mr. Phil McCraw Yes
Mr. Hill Yes
Mr. Robbie McCraw Yes
Dr. Littrell Yes
Mr. Martin Yes

(Order)

COME OUT OF CLOSED SESSION

Upon motion by Mr. Hendrick, seconded by Mr. Phil McCraw and passing, the Board approved to come out of Closed Session.

VOTES

Mr. Hendrick Yes

Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

CERTIFICATION OF CLOSED SESSION

Upon motion by Mr. Hendrick, seconded by Mr. Phil McCraw, and passing, the Board adopted the following Resolution:

WHEREAS, the Carroll County Board of Supervisors convened a Closed Session this date pursuant to an affirmative recorded vote and on the motion to close the meeting in accordance with the Virginia Freedom of Information Act;

WHEREAS, Section 2.2-3711(D) of the Code of Virginia requires a certification by the Board of Supervisors that such Closed Session was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED that the Carroll County Board of Supervisors hereby certifies that, to the best of each member’s knowledge, (I) only public business matters lawfully exempted from open meeting requirements under the Virginia Freedom of Information Act were heard, discussed or considered in the Closed Session to which this certification applies, and (II) only such business matters as were identified in the motion by which this Closed Session was convened were heard, discussed, or considered in the meeting to which this certification applies.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

Mr. Martin recessed until 6:00 p.m.

Dr. Littrell lead the pledge.

Mr. Hendrick lead in invocation.

(Order)

APPROVAL OF AGENDA

Upon motion by Mr. Hendrick, seconded by Mr. Phil McCraw and passing, the Board approved the agenda.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

APPROVAL OF MINUTES

Upon motion by Mr. Robbie McCraw, seconded by Mr. Hendrick and passing, the Board approved the minutes of the meeting on May 8, 2017.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

CONSENT AGENDA

Upon motion by Mr. Hill, seconded by Mr. Robbie McCraw and passing, the Board approved the to pull out Section B - #2 through #12 for review.

Dr. Littrell told that he looked at them all and didn't have any questions.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

Upon motion by Mr. Robbie McCraw, seconded by Mr. Hendrick and passing, the Board approved the remainder of the Consent Agenda.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

ENGAGEMENT LETTER

Upon motion by Dr. Littrell, seconded by Mr. Phil McCraw and passing, the Board approved the Engagement Letter for the 2017 Fiscal Year Audit.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

LITTER CONTROL GRANT

Ms. Cannon told when we adopted the budget we anticipated the amount of revenue to be higher so we adjusted that down.

Upon motion by Dr. Littrell, seconded by Mr. Phil McCraw and passing, the Board approved to reduce the allocation for the Littre Control Grant by \$277.00

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

ELECTORAL BOARD

Ms. Cannon told that we don't know how many elections we are going to have during the year and we got a request from the Electoral Board to budget for the primary and the expenses are estimated to increase by \$26,880. She told that she does not anticipate them spending that much.

Mr. Hill asked if we get reimbursed for that.

Ms. Cannon replied no sir. She told the only reimbursement we get from the Electoral Board is not the cost of the elections itself, it is a portion of the Registrar and partial expenditures for the Electoral Board.

Mr. Martin told a primary election may be a good way of settling who the candidate is but it does not financially help the county.

Ms. Cannon told that she found money in the budget so it does not increase the overall cost in the budget.

Mr. Robbie McCraw asked if it was a lot less expensive to do this way or would it have made a difference.

Dr. Littrell told the primary has to be held no matter what and we pay for all elections.

Mr. Truitt told that it is cheaper than having a separate election.

Mr. Hendrick told that it does not increase the cost to the County whether the local parties run on the State run or not. He told we have no say as to when or if a state election takes place.

Upon motion by Dr. Littrell, seconded by Mr. Phil McCraw and passing, the Board approved an additional allocation for the cost of the Primary to be held June 13. It will be approximately \$26,880 and funds from Capital Project Reserve will cover the offset.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

CANNERY INSURANCE

Ms. Cannon told that we had to replace a boiler because it burned out. She told we had insurance recoveries for \$32,000 and we needed an additional \$13,000.

Mr. Robbie McCraw told that the insurance paid everything less than the \$13,000.

Upon motion by Dr. Littrell, seconded by Mr. Phil McCraw and passing, the Board approved an additional allocation for insurance recoveries received on the Cannery Boiler.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

TECHNOLOGY TRUST

Ms. Cannon told the Clerk of Court received \$17,666 that they had not expected and they had temporary wages so we are covering the cost of those with the Technology Trust Funds.

Mr. Hill asked if we would have that next year as well.

Ms. Cannon told that typically what we do on the temporary wages is wait until the Compensation Board tells us in August what we will receive and that is when we adopt it through a Board Approval. She told a lot of these are just clean up entries for things that we couldn't have anticipated.

Upon motion by Dr. Littrell, seconded by Mr. Phil McCraw and passing, the Board approved to increase the allocation for Temporary Wages in the Clerk's Office by \$17,666.00. This is covered by Technology Trust Funds.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

EMS FEES

Ms. Cannon told that we pay a percentage of our collections to the billing company and we are basically increasing the contribution from the County which is the commission on what was collected.

Mr. Robbie McCraw asked if it was because we have collected more.

Ms. Cannon replied yes.

Upon motion by Dr. Littrell, seconded by Mr. Phil McCraw and passing, the Board approved an additional allocation for Contribution to County which is the commission

paid to the EMS billing company. The entire increase in cost will be covered by increased collections for EMS.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

MAINTENANCE

Ms. Cannon told that this is a budget transfer, we have taken money out of County properties repair and shifted it to payment to Solid Waste for Cana Refuse.

Mr. Hill asked if this is additional trash moving.

Ms. Cannon told it is basically taking trash from the Cana Refuse site and bringing it up to the landfill.

Mr. Hill replied so more trash this year.

Ms. Cannon told that it ran higher than typical.

Upon motion by Dr. Littrell, seconded by Mr. Phil McCraw and passing, the Board approved a budget transfer for Maintenance. Payments to Solid Waste are running over in the Cana Refuse Department and will be covered with an overage in County Property.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

CARE OF PRISONERS

Ms. Cannon told we are going to have a shortfall of \$16,320 after the June billing. The money is coming from other contingency to cover the cost.

Mr. Robbie McCraw asked if this is in addition to the approval we already done.

Ms. Cannon replied yes.

Upon motion by Dr. Littrell, seconded by Mr. Phil McCraw and passing, the Board approved an additional allocation for Care of Prisoners. The budget will exceed the budgeted amount by \$16,320 for the FY year. Offset will be to other contingency so no additional funds will be spent.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

HR TO FINANCE

Ms. Cannon told there was a request to group together like departments. She told taking one department and merging it into another.

Mr. Hendrick asked why would we do that.

Mr. Truitt replied for a couple of reasons. He told the two departments work really closely and are complimentary like the work that Michelle did to keep the insurance costs under control and she worked closely with Nikki. He told that it is a very typical arrangement but putting that aside he didn't want a one person department.

Ms. Cannon told that it is similar to GIS into IT that we did earlier.

Mr. Truitt told that it is very similar to that.

Mr. Hill told that typically he has seen HR right under the County Administrator.

Mr. Truitt told that he has seen it all kinds of ways, it just depends on what your organization is whether it is a company or a county. He told that it goes to the CEO or the CFO. He told just because of the way we are staffed he thought it made more sense to put them together.

Ms. Cannon told that our HR person also backs up our Finance person and cross trains.

Mr. Hill told that leaves Animal Control.

Mr. Truitt replied yes, there are some options that we have been discussing.

Upon motion by Dr. Littrell, seconded by Mr. Phil McCraw and passing, the Board approved a budget transfer to move HR department to Finance for efficiency.

VOTES

- Mr. Hendrick Yes
- Mr. Phil McCraw Yes
- Mr. Hill Yes
- Mr. Robbie McCraw Yes
- Dr. Littrell Yes
- Mr. Martin Yes

(Order)

COMMONWEALTH ATTORNEY

Ms. Cannon told there is two items going on here, we get forfeited assets from DCJS that are under the control of the Commonwealth Attorney and in order to spend those funds the Board has to approve them, but we don't do it until they spend it. She told there is an \$825 expense for office supplies and two years ago the county agreed to purchase some software up front and they would pay us back over time.

Upon motion by Dr. Littrell, seconded by Mr. Phil McCraw and passing, the Board approved an increased allocation for the Commonwealth Attorney. In FY15 the County purchased Software for the Commonwealth Attorney's Office and the CA is repaying overtime with forfeited assets. The balance after this payment is \$9961.06. Also, an allocation to purchase a new desk from forfeited assets.

VOTES

- Mr. Hendrick Yes

Mr. Phil McCraw Yes
Mr. Hill Yes
Mr. Robbie McCraw Yes
Dr. Littrell Yes
Mr. Martin Yes

(Order)

SOCIAL SERVICES

Ms. Cannon told that there is \$133,000 adjustment in addition to the one that was already approved. She told that Title IV is running over and those expenditures are reimbursed by the Federal government.

Upon motion by Dr. Littrell, seconded by Mr. Phil McCraw and passing, the Board approved an additional allocation for undistributed VPA expenses. The additional allocation will be completely funded with State Revenue.

VOTES

Mr. Hendrick Yes
Mr. Phil McCraw Yes
Mr. Hill Yes
Mr. Robbie McCraw Yes
Dr. Littrell Yes
Mr. Martin Yes

(Order)

OVERVIEW OF COMPENSATION PLAN

Ms. Dalton told that Steve asked that she put a presentation together on the Compensation Plan.

Ms. Dalton reviewed the information below. She told that she does not want to bore you but she doesn't want to take for granted that you know it either. She explained the History and Implementation. She told that one of the things that the study revealed was inequities within the internal pay relationship. She told that there were positions with similar education and job duties with different pay rates without justification. She told that is not to say there was not justification; there was not documented justification. She reviewed the recommended pay scale and grades. She told that they looked at other counties to see what there levels were. She told that they went through a big process and every employee was assigned to a pay grade based on what they learned through questionnaires, job shadowing and other factors. She told that it was adopted in December 2010 and at that time 53% of the County's general workforce were paid below the entry standard and if they fell below they were brought up to the minimum.

Mr. Martin asked for a new employee who may be a secretary and had eight years of experience, is there any consideration given for experience.

Ms. Dalton told that at the time this was implemented, every employee got a 3% increase but if that increase did not put them to Step 1 they were brought up to that.

Mr. Truitt asked if your question is how we treat a new employee.

Mr. Martin replied yes.

Ms. Dalton told today if we hire someone we start that person at the Step 1 rate; however, if someone based on years of experience and step 1 is too low, you can move that person.

Mr. Martin told that he is more familiar with the School System.

Ms. Dalton told there is room for that and it has happened but most times they start at Step 1. She told since 2010 we have had ongoing administration and she reviewed those. She told that they recommended adjustments to the scale yearly, last year there was no adjustment and this year there is no budgeted adjustment in the scale. She told that they also suggested performance adjustments with performance adjustments yearly. She told we have 6 years of data doing performance reviews and she went over the yearly averages on increases. She told that the 2% increases have went up for this year and she hopes that it is because we are exceeding goals. She told that the percentage of those who received no increase went up as well. She told that it is interesting where people are on the pay scale and reviewed those as listed below. She told that there are 25 steps and when you reach that you remain where you are and can't go any higher. She told that they only way someone who tops out can get an increase would be through promotion or if the whole scale was adjusted based on cost of living. She told that moving forward one of the responsibilities is to establish a market position that is fiscally responsible and she knows that's where you are and she appreciates that. She told that she thinks we would all agree that we need a system for management and that none of us want to go back to no system with some people up here and some down here without a defensible basis. She told that perhaps when looking at the personnel files if we had been called to court if someone had challenged some of those situations, she doesn't know that we would have had a defensible system in place at that time and now we do. She told that we have a pay scale that defines what you will be pay and a grade based on education and the job. She told that we also need one that is fiscally responsible and sustainable over time. She told that maybe the pay philosophy needs to be changed, she can't imagine that we want to change it but it may want to be looked it. She told that there are changes that can be made within the system. She told that she knows the budget committee looked at it. She told that the good news is we have 6 years of data to see how the system is going. She told that she is happy to provide you with whatever data you need and she wants you to be able to make the best decision you can for our employees and tax payers. She told as an employee she wants to be treated fairly, as the HR Director she wants everyone in the system to be treated fairly and as a taxpayer she wants to be treated fairly and the tax dollars that she pays to be used wisely and that is not an easy feat. She told that she would be glad to answer any questions.

Mr. Martin told as a retired principal he used to preach to teachers that they had to be able to defend their grades on report cards. If a parent came in with a child with all A's and the other got F's, he has seen situations where there was not anything in the gradebook so there is no way to defend so he understands fully what you are saying. He told that he doesn't know what the perfect system is and he is willing to look at anything. He told that he and Dr. Littrell and Steve are looking at some things. He told that we went back and looked at the pay increases.

Mr. Truitt told that they listed all positions and at a snapshot in time we looked at what those positions were being paid and you could see the total expenditures. He told that if you look at an individual person and if they are doing a good job theirs went up and also the overall costs are relatively flat over time.

Ms. Dalton told that there are things we can improve in the system, She told there is a place to list goals where the department heads set goals for the employee that are measurable and attainable and we worked on that for a couple of years and still try to do that, but we can do more goal setting.

Mr. Truitt told that he has been involved in about 30 different approaches to HR over the years. He told there is no perfect system and one place he worked at had about 30 people in the HR Department and it took a month out of the year to manage that department. He told they had self-reviews and we don't have the luxury of being that over the top. He told we are fortunate with the staff we have and keeping good records and letting people know you are paying attention is important. He told that people for the most part like getting feedback as difficult as it is sometimes, he thinks they want to do better. He told that we don't want to throw money around but we do want to spend some of it wisely.

Mr. Hill asked if he is at the top of the scale, to get the cost of living increase do I have to get a good performance evaluation.

Ms. Dalton replied no, the cost of living would be applied to the whole scale. She told that your salary would increase because of the cost of living.

Mr. Truitt told that if you are making \$25,000 and we had a cost of living and you had a review, you would still get the 1%. He told that is something that we can work with.

Mr. Hill told so we are moving with the chart.

Ms. Dalton told that is the way we are doing.it.

Mr. Robbie McCraw asked if the employees do a self-evaluation.

Ms. Dalton told that we have not been doing that, she told that she says that but we actually tried that last year with Department Heads. We had them do a self-evaluation and send to the Supervisor and the Supervisor also did an evaluation. She told that we have not done that with everyone yet.

Mr. Robbie McCraw told that when he worked at Lowes that is what they did. He told that it does give the employee a different light on where they stand. He told that when this was done this company selected some, do you know the localities.

Ms. Dalton told they say in the study and she doesn't want to say and tell you wrong but she can get it for you.

Mr. Robbie McCraw told that it would be interesting to know the demographic relationship to Carroll County that this was developed from.

Ms. Dalton told that she knows they sent it to Wythe County, Ashe County, Pulaski.

Ms. Cannon told they had to pick certain localities because of employees, like Fire and EMS was a big one where we had a hard time getting comparables elsewhere.

Mr. Robbie McCraw asked if they were all government localities.

Ms. Dalton replied no, ,if she read right they also looked at wage rage with industry.

Mr. Truitt told they did survey localities but then to determine where the range should be set they went with both, government and industry.

Dr. Littrell told as a small business owner and employer with approximately 15 employees for the last 40 years, his philosophy is your employees are the most important part of your organization. He told that sometimes salaries are really not that big a deal. He told that he has 3 employees that have been with him over 20 years and he can replace any of the three with folks making half but by doing that he would loose a lot of experience and folks who know his every thought and they are worth every penny that he pays them and he wishes he could pay them more. He told to nitpick over pennies in our staffing, he knows we need to be fiscally responsible but he thinks we can get to deep into detail. He told that he was on the Board when the study was done and he was very satisfied and they did an excellent job coming up with some fair numbers because we were losing employees to local businesses because we weren't paying them enough. He told we need to look at it but be careful about getting to far in. He told your staffing is the best thing you can have for an organization.

Mr. Martin told to echo what Dr. Littrell just said, a long time ago he decided the best thing you could do was hire the very best people, treat them professionally and pay them for the job they do and give them compliments and that beats having to interview every two weeks. He told that he has seen a lot of Board of Supervisors and he thinks things are running probably the smoothest he has ever seen right now, but he is still not satisfied. He told that he goes home after a meeting and says what a stupid thing you

shouldn't have done this. He told that he is not satisfied with himself let alone everyone else. He told if you hire good people, treat them good and pay them and they stick around and do a good job.

Ms. Dalton told that she has talked to you before about the high percentage of people we have for retirement, we always look at it five years at. She told when that happens you will hire somebody at the entry level and being able to hire competent people to replace those. She told that she was there was 111 years of experience that we lost in one year.

Mr. Phil McCraw told as someone who has been a small business owner, it's very difficult to replace an experienced employee with a new employee. He told that so many people now don't have the work ethic they people had years ago. He told that used to be if you quit one job you could have another one by the end of the day and that is not the case now. He told that when trying to attract industry they look at workforce and lot of times we don't have qualified people so we have to look after our qualified people.

Ms. Dalton told that you have and we appreciate that.

Mr. Hendrick asked, the two-step merit increase that was what was recommended by the study

Ms. Dalton replied yes.

Mr. Hendrick asked what is in this budget.

Ms. Cannon told that it is the same system, but the cut offs are a little different.

Ms. Dalton told that was based on the Budget Committee recommendation.

Mr. Hendrick told that what was recommended by the Budget Committee is not drastically different than what was recommended by the Budget Committee. He told that we recommended changing the scoring to achieve a 1 step or a 2 step. He told the budget implications are not drastic.

Ms. Dalton told that unless she misunderstood, they were talking about moving it to 1 step in between instead of two.

Mr. Hendrick told that is not what they ended up with.

Mr. Truitt told that it is not a big percentage but we can continue to have those discussions until we decide but that doesn't change the underlying framework. He told there are two different issues, what you want and what you can afford. He told that it is very important that we have a system in place.

Mr. Martin thanked Ms. Dalton for the presentation. He told that he has been in and is impressed with her as well as a lot of people. He told you don't know until you come in and watch.

Ms. Dalton told there is a lot of good people that work here.

History & Implementation

In September, 2009, Carroll County retained Springsted, Inc. to conduct a Classification and Compensation Study for County General employees.

The study revealed the following:

- Internal pay relationship inequities existed within the County
- The County was experiencing difficulty hiring qualified employees in some positions
- The current salary ranges for many of Carroll's positions were lower than the average salary ranges paid in comparable regional organizations based on Springsted's review of market data

History & Implementation

As a part of the study, Springsted assisted the County in developing a Pay Philosophy framework to guide the compensation program, and at that time recommended the County consider the following concepts:

- Develop a system of pay grades that state the minimum and maximum rates and identify the midpoint of the range as the "market" rate
- Establish rates of pay that allow the County to compete successfully for new and skilled employees
- Establish a market position that is fiscally responsible
- Ensure that pay rates for employees are based on individual performance
- Ensure the compensation program is understandable to employees, managers, the Board of Supervisors and the public

History & Implementation

Springsted further recommended:

- Adoption of a Pay Scale with 35 Pay Grades
- Each Pay Grade contains 25 Steps with a 60% difference between the minimum (starting) pay and the maximum pay
- A 2% difference between Steps within a Pay Grade, and a 5% difference between Pay Grades

Carroll County, Virginia Pay Scale A - Employees with no pay scale established after 10/15/2012 Revised 7/1/2015													Carroll County, Virginia Pay Scale A - Employees with no pay scale established after 10/15/2012 Revised 7/1/2015													
Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
1	\$609.00	\$621.00	\$633.00	\$645.00	\$657.00	\$669.00	\$681.00	\$693.00	\$705.00	\$717.00	\$729.00	\$741.00	13	\$753.00	\$765.00	\$777.00	\$789.00	\$801.00	\$813.00	\$825.00	\$837.00	\$849.00	\$861.00	\$873.00	\$885.00	
2	\$717.00	\$730.00	\$743.00	\$756.00	\$769.00	\$782.00	\$795.00	\$808.00	\$821.00	\$834.00	\$847.00	\$860.00	14	\$897.00	\$910.00	\$923.00	\$936.00	\$949.00	\$962.00	\$975.00	\$988.00	\$1001.00	\$1014.00	\$1027.00	\$1040.00	\$1053.00
3	\$827.00	\$841.00	\$855.00	\$869.00	\$883.00	\$897.00	\$911.00	\$925.00	\$939.00	\$953.00	\$967.00	\$981.00	15	\$1067.00	\$1081.00	\$1095.00	\$1109.00	\$1123.00	\$1137.00	\$1151.00	\$1165.00	\$1179.00	\$1193.00	\$1207.00	\$1221.00	\$1235.00
4	\$939.00	\$954.00	\$969.00	\$984.00	\$999.00	\$1014.00	\$1029.00	\$1044.00	\$1059.00	\$1074.00	\$1089.00	\$1104.00	16	\$1251.00	\$1266.00	\$1281.00	\$1296.00	\$1311.00	\$1326.00	\$1341.00	\$1356.00	\$1371.00	\$1386.00	\$1401.00	\$1416.00	\$1431.00
5	\$1053.00	\$1069.00	\$1085.00	\$1101.00	\$1117.00	\$1133.00	\$1149.00	\$1165.00	\$1181.00	\$1197.00	\$1213.00	\$1229.00	17	\$1447.00	\$1463.00	\$1479.00	\$1495.00	\$1511.00	\$1527.00	\$1543.00	\$1559.00	\$1575.00	\$1591.00	\$1607.00	\$1623.00	\$1639.00
6	\$1169.00	\$1186.00	\$1203.00	\$1220.00	\$1237.00	\$1254.00	\$1271.00	\$1288.00	\$1305.00	\$1322.00	\$1339.00	\$1356.00	18	\$1647.00	\$1664.00	\$1681.00	\$1698.00	\$1715.00	\$1732.00	\$1749.00	\$1766.00	\$1783.00	\$1800.00	\$1817.00	\$1834.00	\$1851.00
7	\$1287.00	\$1305.00	\$1323.00	\$1341.00	\$1359.00	\$1377.00	\$1395.00	\$1413.00	\$1431.00	\$1449.00	\$1467.00	\$1485.00	19	\$1851.00	\$1869.00	\$1887.00	\$1905.00	\$1923.00	\$1941.00	\$1959.00	\$1977.00	\$1995.00	\$2013.00	\$2031.00	\$2049.00	\$2067.00
8	\$1407.00	\$1426.00	\$1445.00	\$1464.00	\$1483.00	\$1502.00	\$1521.00	\$1540.00	\$1559.00	\$1578.00	\$1597.00	\$1616.00	20	\$2067.00	\$2086.00	\$2105.00	\$2124.00	\$2143.00	\$2162.00	\$2181.00	\$2200.00	\$2219.00	\$2238.00	\$2257.00	\$2276.00	\$2295.00
9	\$1529.00	\$1549.00	\$1569.00	\$1589.00	\$1609.00	\$1629.00	\$1649.00	\$1669.00	\$1689.00	\$1709.00	\$1729.00	\$1749.00	21	\$2295.00	\$2315.00	\$2335.00	\$2355.00	\$2375.00	\$2395.00	\$2415.00	\$2435.00	\$2455.00	\$2475.00	\$2495.00	\$2515.00	\$2535.00
10	\$1653.00	\$1674.00	\$1695.00	\$1716.00	\$1737.00	\$1758.00	\$1779.00	\$1800.00	\$1821.00	\$1842.00	\$1863.00	\$1884.00	22	\$2535.00	\$2556.00	\$2577.00	\$2598.00	\$2619.00	\$2640.00	\$2661.00	\$2682.00	\$2703.00	\$2724.00	\$2745.00	\$2766.00	\$2787.00
11	\$1779.00	\$1801.00	\$1823.00	\$1845.00	\$1867.00	\$1889.00	\$1911.00	\$1933.00	\$1955.00	\$1977.00	\$1999.00	\$2021.00	23	\$2787.00	\$2809.00	\$2831.00	\$2853.00	\$2875.00	\$2897.00	\$2919.00	\$2941.00	\$2963.00	\$2985.00	\$3007.00	\$3029.00	\$3051.00
12	\$1907.00	\$1930.00	\$1953.00	\$1976.00	\$1999.00	\$2022.00	\$2045.00	\$2068.00	\$2091.00	\$2114.00	\$2137.00	\$2160.00	24	\$3051.00	\$3074.00	\$3097.00	\$3120.00	\$3143.00	\$3166.00	\$3189.00	\$3212.00	\$3235.00	\$3258.00	\$3281.00	\$3304.00	\$3327.00
13	\$2037.00	\$2061.00	\$2085.00	\$2109.00	\$2133.00	\$2157.00	\$2181.00	\$2205.00	\$2229.00	\$2253.00	\$2277.00	\$2301.00	25	\$3327.00	\$3351.00	\$3375.00	\$3399.00	\$3423.00	\$3447.00	\$3471.00	\$3495.00	\$3519.00	\$3543.00	\$3567.00	\$3591.00	\$3615.00
14	\$2169.00	\$2194.00	\$2219.00	\$2244.00	\$2269.00	\$2294.00	\$2319.00	\$2344.00	\$2369.00	\$2394.00	\$2419.00	\$2444.00	26	\$3615.00	\$3640.00	\$3665.00	\$3690.00	\$3715.00	\$3740.00	\$3765.00	\$3790.00	\$3815.00	\$3840.00	\$3865.00	\$3890.00	\$3915.00
15	\$2303.00	\$2329.00	\$2355.00	\$2381.00	\$2407.00	\$2433.00	\$2459.00	\$2485.00	\$2511.00	\$2537.00	\$2563.00	\$2589.00	27	\$3915.00	\$3941.00	\$3967.00	\$3993.00	\$4019.00	\$4045.00	\$4071.00	\$4097.00	\$4123.00	\$4149.00	\$4175.00	\$4201.00	\$4227.00
16	\$2439.00	\$2466.00	\$2493.00	\$2520.00	\$2547.00	\$2574.00	\$2601.00	\$2628.00	\$2655.00	\$2682.00	\$2709.00	\$2736.00	28	\$4227.00	\$4254.00	\$4281.00	\$4308.00	\$4335.00	\$4362.00	\$4389.00	\$4416.00	\$4443.00	\$4470.00	\$4497.00	\$4524.00	\$4551.00
17	\$2577.00	\$2605.00	\$2633.00	\$2661.00	\$2689.00	\$2717.00	\$2745.00	\$2773.00	\$2801.00	\$2829.00	\$2857.00	\$2885.00	29	\$4551.00	\$4579.00	\$4607.00	\$4635.00	\$4663.00	\$4691.00	\$4719.00	\$4747.00	\$4775.00	\$4803.00	\$4831.00	\$4859.00	\$4887.00
18	\$2717.00	\$2746.00	\$2775.00	\$2804.00	\$2833.00	\$2862.00	\$2891.00	\$2920.00	\$2949.00	\$2978.00	\$3007.00	\$3036.00	30	\$4887.00	\$4916.00	\$4945.00	\$4974.00	\$5003.00	\$5032.00	\$5061.00	\$5090.00	\$5119.00	\$5148.00	\$5177.00	\$5206.00	\$5235.00
19	\$2859.00	\$2889.00	\$2919.00	\$2949.00	\$2979.00	\$3009.00	\$3039.00	\$3069.00	\$3099.00	\$3129.00	\$3159.00	\$3189.00	31	\$5235.00	\$5265.00	\$5295.00	\$5325.00	\$5355.00	\$5385.00	\$5415.00	\$5445.00	\$5475.00	\$5505.00	\$5535.00	\$5565.00	\$5595.00
20	\$2999.00	\$3030.00	\$3061.00	\$3092.00	\$3123.00	\$3154.00	\$3185.00	\$3216.00	\$3247.00	\$3278.00	\$3309.00	\$3340.00	32	\$5595.00	\$5626.00	\$5657.00	\$5688.00	\$5719.00	\$5750.00	\$5781.00	\$5812.00	\$5843.00	\$5874.00	\$5905.00	\$5936.00	\$5967.00
21	\$3141.00	\$3173.00	\$3205.00	\$3237.00	\$3269.00	\$3301.00	\$3333.00	\$3365.00	\$3397.00	\$3429.00	\$3461.00	\$3493.00	33	\$5967.00	\$5999.00	\$6031.00	\$6063.00	\$6095.00	\$6127.00	\$6159.00	\$6191.00	\$6223.00	\$6255.00	\$6287.00	\$6319.00	\$6351.00
22	\$3285.00	\$3318.00	\$3351.00	\$3384.00	\$3417.00	\$3450.00	\$3483.00	\$3516.00	\$3549.00	\$3582.00	\$3615.00	\$3648.00	34	\$6351.00	\$6384.00	\$6417.00	\$6450.00	\$6483.00	\$6516.00	\$6549.00	\$6582.00	\$6615.00	\$6648.00	\$6681.00	\$6714.00	\$6747.00
23	\$3431.00	\$3465.00	\$3500.00	\$3534.00	\$3568.00	\$3602.00	\$3636.00	\$3670.00	\$3704.00	\$3738.00	\$3772.00	\$3806.00	35	\$6747.00	\$6781.00	\$6815.00	\$6849.00	\$6883.00	\$6917.00	\$6951.00	\$6985.00	\$7019.00	\$7053.00	\$7087.00	\$7121.00	\$7155.00
24	\$3579.00	\$3614.00	\$3649.00	\$3684.00	\$3719.00	\$3754.00	\$3789.00	\$3824.00	\$3859.00	\$3894.00	\$3929.00	\$3964.00	36	\$7155.00	\$7190.00	\$7225.00	\$7260.00	\$7295.00	\$7330.00	\$7365.00	\$7400.00	\$7435.00	\$7470.00	\$7505.00	\$7540.00	\$7575.00
25	\$3729.00	\$3765.00	\$3801.00	\$3837.00	\$3873.00	\$3909.00	\$3945.00	\$3981.00	\$4017.00	\$4053.00	\$4089.00	\$4125.00	37	\$7575.00	\$7611.00	\$7647.00	\$7683.00	\$7719.00	\$7755.00	\$7791.00	\$7827.00	\$7863.00	\$7899.00	\$7935.00	\$7971.00	\$8007.00
26	\$3881.00	\$3918.00	\$3955.00	\$3992.00	\$4029.00	\$4066.00	\$4103.00	\$4140.00	\$4177.00	\$4214.00	\$4251.00	\$4288.00	38	\$8007.00	\$8044.00	\$8081.00	\$8118.00	\$8155.00	\$8192.00	\$8229.00	\$8266.00	\$8303.00	\$8340.00	\$8377.00	\$8414.00	\$8451.00
27	\$4035.00	\$4073.00	\$4111.00	\$4149.00	\$4187.00	\$4225.00	\$4263.00	\$4301.00	\$4339.00	\$4377.00	\$4415.00	\$4453.00	39	\$8451.00	\$8489.00	\$8527.00	\$8565.00	\$8603.00	\$8641.00	\$8679.00	\$8717.00	\$8755.00	\$8793.00	\$8831.00	\$8869.00	\$8907.00
28	\$4191.00	\$4230.00	\$4269.00	\$4308.00	\$4347.00	\$4386.00	\$4425.00	\$4464.00	\$4503.00	\$4542.00	\$4581.00	\$4620.00	40	\$8907.00	\$8946.00	\$8985.00	\$9024.00	\$9063.00	\$9102.00	\$9141.00	\$9180.00	\$9219.00	\$9258.00	\$9297.00	\$9336.00	\$9375.00
29	\$4349.00	\$4389.00	\$4429.00	\$4469.00	\$4509.00	\$4549.00	\$4589.00	\$4629.00	\$4669.00	\$4709.00	\$4749.00	\$4789.00	41	\$9375.00	\$9415.00	\$9455.00	\$9495.00	\$9535.00	\$9575.00	\$9615.00	\$9655.00	\$9695.00	\$9735.00	\$9775.00	\$9815.00	\$9855.00
30	\$4509.00	\$4550.00	\$4591.00	\$4632.00	\$4673.00	\$4714.00	\$4755.00	\$4796.00	\$4837.00	\$4878.00	\$4919.00	\$4960.00	42	\$9855.00	\$9896.00	\$9937.00	\$9978.00	\$10019.00	\$10060.00	\$10101.00	\$10142.00	\$10183.00	\$10224.00	\$10265.00	\$10306.00	\$10347.00
31	\$4671.00	\$4713.00	\$4755.00	\$4797.00	\$4839.00	\$4881.00	\$4923.00	\$4965.00	\$5007.00	\$5049.00	\$5091.00	\$5133.00	43	\$10347.00	\$10389.00	\$10431.00	\$10473.00	\$10515.00	\$10557.00	\$10599.00	\$10641.00	\$10683.00	\$10725.00	\$10767.00	\$10809.00	\$10851.00
32	\$4835.00	\$4878.00	\$4921.00	\$4964.00	\$5007.00	\$5050.00	\$5093.00	\$5136.00	\$5179.00	\$5222.00	\$5265.00	\$5308.00	44	\$10851.00	\$10894.00	\$10937.00	\$10980.00	\$11023.00	\$11066.00	\$11109.00	\$11152.00	\$11195.00	\$11238.00	\$11281.00	\$11324.00	\$11367.00
33	\$4999.00	\$5043.00	\$5087.00	\$5131.00	\$5175.00	\$5219.00	\$5263.00	\$5307.00	\$5351.00	\$5395.00	\$5439.00	\$5483.00	45	\$11367.00	\$11411.00	\$11455.00	\$11499.00	\$11543.00	\$11587.00	\$11631.00	\$11675.00	\$11719.00	\$11763.00	\$11807.00	\$11851.00	\$11895.00
34	\$5165.00	\$5210.00	\$5255.00	\$5300.00	\$5345.00	\$5390.00	\$5435.00	\$5480.00	\$5525.00	\$5570.00	\$5615.00	\$5660.00	46	\$11895.00	\$11940.00	\$11985.00	\$12030.00	\$12075.00	\$12120.00	\$12165.00	\$12210.00	\$12255.00	\$12300.00	\$12345.00	\$12390.00	\$12435.00
35	\$5333.00	\$5379.00	\$5425.00	\$5471.00	\$5517.00	\$5563.00	\$5609.00	\$5655.00	\$5701.00	\$5747.00	\$5793.00	\$5839.00	47	\$12435.00												

History & Implementation

- Every County General position – Full-Time and Part-Time was assigned to a Pay Grade.
- The Compensation System was adopted by the Board of Supervisors in December, 2010 and was made a part of the County’s Personnel Policies & Procedures.
- At implementation, 52.75% of the County General’s workforce was paid at a rate below the minimum salary rate (Step 1) of their newly assigned pay grade.

Ongoing Administration

The Springsted Study outlined recommended administration of the adopted plan with two components:

1. **Base Adjustments** – Springsted recommended that in Fiscal Year 2011-2012 and in subsequent years, that it would be necessary for the County to adjust the salary scale based on cost of living and other factors such as recruitment.
2. **Performance Adjustments** – The study also recommended that “employee’s progression through the pay grade should be based on individual performance.”

Beginning in December, 2011, performance reviews have been conducted on an annual basis and upon completion of a new employee’s probationary period for all County General employees – Full-Time and Part-Time – with progression through the assigned Pay Grade being based on the overall review score: either a 1-Step increase in pay, a 2-Step increase in pay, or a 0-Step increase in pay.

Ongoing Administration



Currently, 77% of all County General employees are in the first half of their Pay Grades – Steps 1-12 with 72% of those employees on Pay Steps 1-6, while 23% are in the second half – Steps 13-25 with 80% of those employees on Pay Steps 13-19.

Moving Forward

- One of the basic tenets of the Pay Philosophy adopted by the County in 2010 is to establish a market position that is fiscally responsible.
- We need a system in place for management, but we need one that is both fiscally responsible and also sustainable over time.
- Keeping all the tenets of the Pay Philosophy in mind, changes can be made to the current system if we are not achieving our goals.
- We have six years of data that can help us see how we are doing, and as the system is reviewed, I am happy to provide you with whatever data you need so that the best decisions can be made for both our employees and our tax payers.

(Order)

ADOPT AND APPROPRIATE FY 18 BUDGET

Upon motion by Mr. Hendrick, seconded by Mr. Phil McCraw and passing, the Board approved and appropriated the FY18 Carroll County General Operating Expenditures of \$41,451,784 for the General Fund and \$4000 for the Law Library Fund and appropriate those amounts presented by department and to adopt the calendar year 2017 tax rates as advertised and heard at our Public Hearing on May 8, 2017 with the previously adopted School Budget in the amount of \$42,917,007; the total FY18 County General Operating and Law Library Fund Budgets are \$84,372,791. The adopted rates for calendar year 17 tax year: Real Estate 69.5 cents per \$100, Personal Property is \$1.95 per \$100, Merchants Capital is 69 cents per \$100 of 100 percent assessed valuation; Machinery & Tools \$1.75 per 100 assessed valuation based on depreciation factors. The depreciation factors for 2016 is 90 percent of cost; 2015 is 85 percent of cost; 2014 is 80 percent; 2013 is 70 percent; 2012 is 60 percent; 2011 is 50 percent; 2010 is 40 percent; 2009 is 35 percent; 2008 or older is 30 percent of cost.

Mr. Hill stated that the Real Estate rate was .695. He asked if that was the only thing that changed?

Mr. Hendrick replied that was the only tax rate that changed. It went up 1.5 percent over last year as a Revenue neutral position on a reassessment year.

Mr. Martin stated that it was Revenue neutral because the assessed value went up and down.

Mr. Hendrick said the overall assessed value went down so this provides Revenue neutral position for the County. Some folks went up; some folks went down. More folks went down than up.

Mr. Martin stated that his went up.

Mr. Hill asked if we are doing the whole appropriation for the full year, correct?

Mr. Hendrick said this motion is to accept the Budget as presented by department.

Mr. Hill again asked if we are doing the full appropriation for the full year?

Mr. Hendrick replied yes. Just a note on the question regarding the tax rates, we had a rather lengthy discussion last year in evaluating real estate vs. personal property. There's a whole lot of strings tied to the personal property that it was (I'm just recapping the decision made last year) my opinion not in the best interest of the County or the citizens

to adjust the personal property any more than we had to which was done the year prior to realign us regionally and still be kind of below the average. That's why all the adjustment presented is real estate.

Mr. Martin asked if there was any more discussion.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	No
Mr. Robbie McCraw	No
Dr. Littrell	Yes
Mr. Martin	Yes

Mr. Martin said he would like to see some changes in the Budget process and in the next meetings to come up, I'm going to suggest some changes. It won't be earth-shattering but I think we need to take a look at our Budget process.

Mr. Hendrick asked what are we going to change. I'm just curious; this is two years in a row we've had a Budget Committee member vote No when we went to adopt the Budget. So, I would just like to know what do we need to change about the Budget process now.

Mr. Martin replied that he made the motion originally as a member of the Board to go to a Committee representing us to meet with the School Board and their Finance people and our Finance because I wasn't satisfied with how it was working, and in the past, you could make an argument that things have gone real well or there's always a flip side. You could argue something else. A lot of counties from what I've seen, they involve the whole Board in the process; we used to do that. It took forever and I wasn't satisfied with that but I'd like to do some more research with other counties and just see how they handle, if they're not doing a Committee, how they would handle it. I think some counties bring in the department heads and talk with them on a budget. There's no perfect way of doing it though. I'm just saying, I'm never satisfied. I want a better way of doing things and I'm open to doing that.

Mr. Phil McCraw stated that he had a question that's to follow up on what Josh asked a while ago or said. We entrust our Budget Committee to work with staff to come up with these things, and I don't understand why you vote No Rex. Maybe you can explain to me.

Mr. Hill stated, "Well, I would prefer each and every year probably after February we have to do additional appropriations. And in certain areas we've overspent our budget essentially, and what I would like to do is do quarterly appropriations. Then we might be able to get a handle on those areas where we overspend. That's part of the issue; plus, I don't go along with the property rate increase. I think we can still have areas to cut; I think it was brought up maybe at or during discussion about the campaign, some of the folks said we should pay our people first if we going to do like rehiring or something. We've not paid the County anything. We've not set aside money, which we've been overspent each and every year for the last 6 or 7 years, and that's maybe the Budget process. It's not the money, total amount but our expenditures, I mean our Revenue has not come in like anticipated. That's another reason I didn't vote for it.

Mr. Phil McCraw said that he just wondered. This is the first time I've heard anyone mention about doing this quarterly instead of once a year.

Mr. Robbie McCraw said that he had a gentleman tell him Friday that if you vote No for something you need to be willing to say why you voted No for it.

Mr. Phil McCraw said I agree.

Mr. Robbie McCraw stated that the first reason he is the real estate tax increase. I know it's revenue neutral but it still looks like an increase. To people out in the public, it looks like an increase. I have to reiterate what Rex said; I don't like doing these

appropriations throughout the year, I think we can do a better job at getting our numbers to where they need to be and we don't have to worry about that. We know what our Budget is going to be; we know where it's going to come in at. It's not going to come in 1 or 2 percent over or what; I just think we can do a better job at serving the people of this county. When I run for office, that was one of the things that the people asked me to do is to be a good servant with the funds we have brought to us and I just feel like we can do a better job.

Mr. Hill commented that this is no reflection on staff at all.

Mr. Robbie McCraw stated this is no reflection on staff at all, none at all.

Mr. Hill then stated lots of this is out of their control.

Ms. Cannon said no one would have anticipated Social Services and the New River Valley Jail expenditures escalating at the rate in which it did. We actually at this last meeting almost surpassed Pulaski County which is unheard of. We even discussed in that room in the Authority meeting on Friday about how unusual that was that we were trending as high as we were. Those are things you cannot budget for at the beginning of a budget year. You cannot.

Mr. Robbie McCraw said I look at our tax rate at 69.5 percent. We talk about economic growth; we talk about economic development. It's 49 cents in Wythe County. That's why these businesses and industries are going to Wythe County. I mean...

Ms. Cannon stated that Wythe County is at the intersection of two interstates.

Mr. Robbie McCraw replied that we have an interstate that runs through here. That to me is not an excuse, and I'm sorry but it's not. We have a major interstate that runs through here that has 35 to 40,000 cars a day on it. We can't use that, I don't feel like we can use that as an excuse.

Ms. Cannon said that is not an excuse; it was an observation.

Dr. Littrell stated that we don't have a train either.

Mr. Truitt said we can have a detailed discussion of how businesses select locations and how we score on those things and we're working hard to improve our scores. I will comment though and there's no personal, I do believe, correct me if I'm wrong, the fund balance actually will be higher this year than last year assuming everything comes in the door as anticipated. We're trying to walk in the right direction and being as conservative as we can.

Dr. Littrell said I think everybody understands that a budget is not a concrete item. It's the best guess that you can predict 12 months into the future and there are going to be adjustments no matter what happens. You're going to have expenditures that exceed what's budgeted. You're going to have revenues that fall short and vice versa so you just do the best shot you can take and hope for the best and make adjustments as you go.

Mr. Hill commented that way if we did it quarterly we could look at revenues. If revenues weren't coming in, we could make an adjustment in our expenditures. We need to look at that two different ways there.

Mr. Truitt said I guess maybe what we can do is look at fixed expenditures vs. variable expenditures and that's certainly something we can work with and talk about.

Ms. Cannon said I'm trying to think this through as you're talking about it. Are you talking about appropriating Schools and Social Services on a quarterly basis as well?

Mr. Hill said well we could. That's what we kind of need to look at. I'm not sure; some things like a CIP you probably wouldn't want to do that. That would be kind of hard to do.

Mr. Truitt stated I wouldn't recommend that at all; that would be better to do over say, a five- year period to stick with a plan that's well-financed and well-thought out.

Ms. Cannon asked Mr. Truitt if he said CIP and stated that was the first thing to go in our budget when money's getting tight; first thing to go is CIP. We're not going to do that project if we don't have the funds coming in to do it.

Mr. Phil McCraw said it was that way in other localities too.

Ms. Cannon said it was just a question. Normally with the State you have to report to the State, the department of Social Services this was what our appropriation was and they match their money accordingly; same thing with the schools, you have to appropriate so much and that's a huge percentage of our expenditures.

Mr. Truitt responded we need to go at it from both sides because this is a philosophical thing but people look at it...I philosophically, I know there are certain things in the law about how things are in the government but a budget is not permission to spend the money. It's a plan to spend the money but a lot of you look at it as permission to spend the money so you say ok well we're over every year and I'll pick on social services but I'm not picking on them.

Mr. Robbie McCraw said I think it's ok to pick on them.

Mr. Truitt replied if you put it in there in the beginning to me all your doing is asking to be over by that much more. You need to manage to your plan to the degree that you can, to the degree that it's impossible because terrible things happen to people and there are children we have to take care of because both the law requires it and we as a society require it. You gotta do what you gotta do. But I don't think that you should set out a goal to spend more than you can afford. I think the goal should be let's do what we can with what we have.

Mr. Martin said the County has changed a whole lot. In 1974, when I was a whole lot younger, when I've said before we spent an hour on a \$200 typewriter and then the Board was up in arms because the Strickland brothers managed the landfill and it cost like \$17,000 a year and the landfill now...what is it, Nikki?

Ms. Cannon said I'm sorry, what?

Mr. Martin said yes, I didn't mean to wake you up.

Ms. Cannon said no, you didn't wake me up.

Mr. Martin said no, I know I didn't. What is the landfill now, expense would be now over a million dollars, wouldn't it?

Ms. Cannon questioned landfill? For us, for the County? They reimburse us 100 percent so our expense is zero.

Mr. Hendrick said I think he's asking what's the budget for Solid Waste Authority?

Ms. Cannon said it's like, I don't know, 7 to 800, 000.

Mr. Martin replied well, bottom line is...that answers it.

Ms. Cannon stated it is \$544,000.

Mr. Phil McCraw said sadly enough, the reason that landfill costs are so much more now is thanks to environmental regulations. That's it DEQ.

Mr. Martin said let me get us back on task.

(Order)

SMART SCALE 2018

Mr. Hendrick said I was under the impression that VDOT was going to be here. This is a brain storming session, more or less.

Mr. Truitt explained that this was a thing I'm going to. I would like to get input from everybody because we don't know what's going to happen there.

Mr. Martin clarified that it was road needs and so forth.

Mr. Hendrick stated that applications are due September of next year.

Mr. Truitt said that Smart Scale is actually just the system they use to judge the projects. That's how we get our score. They're pretty hard on rural areas so we've got to figure out a way to get our stuff bumped up.

Mr. Hendrick said I know that Steve's going to be attending some of this stuff and some of the things that Lisa needs from us is any ideas that we've got on projects. We've kicked around everything. The stickler is the routes of statewide significance and then certain amounts of crashes where it trips on the VTrans thing and shows up on the map. Now, we're fortunate that we don't have areas that really flood VTrans with accident rate; but as far as funding projects it's looked on negatively because we don't get scored. I've heard it mentioned during our current campaign for Cana folks, some way up your alley Phil, Flower Gap Road. I had never thought about that in my mind but that does tie to a route of statewide significance with 77 and 52. It is an alternate route when the mountain is messed up. I think it's worth having the department look at it to see if that's not something they can do to improve spots on it because that's the only project that's jumped out at me. I've been racking my brain trying to find ideas that would be eligible for funding. It doesn't matter what district it's in. The goal here is safety. We've already turned to applications in for route 52. Fortunately, one of them was funded. The other one doesn't score very well and the chances of CTB funding it in the next few weeks against staff recommendation is probably zilch but I think Flower Gap, route 691, falls in a similar category. I'd like to see that looked at. At least to see what could be there. That's the only route I've come up with. I don't know if anybody else has suggestions.

Mr. Phil McCraw thanked Mr. Hendrick for recommending that route because he was going to bring it up also. It is the only thing I can think of. It is a significant route. Any time you have a wreck on the interstate, 52 becomes a heavily traveled highway and a lot of times if the wreck is northbound, they get off at Exit 1 and end up on Flower Gap Road. Flower Gap Road has got a lot of bad curves in it. It's got one really bad set of curves on what they call Gabe Hill. Guard rails are right in the road; the road's crooked; you try running a 48 or 53-foot tractor trailer up through there, it's a problem. So I thank Josh for saying what he did; he took the words right out of my mouth. It really does create a very dangerous situation any time we have a wreck on 77 period, and if it happens northbound, they turn that into a terrible, terrible shortcut. It is dangerous; it's a bad road. It's bad enough if you're driving a car or pickup.

Mr. Hendrick stated it's even signed. When you leave 620 to 52, it's signed. I've drove a big truck through there. Thankfully, it wasn't a tractor trailer but I've drove dump trucks through there several times; and it never really occurred to me because I'm just out to put-n-piddle. For some of these guys in a 65-footer, it would be difficult to maneuver.

Mr. Phil McCraw said it's bad enough if you're driving a 6 or 10-wheeler fully loaded due to the way the curves are elevated. You got to really be careful. You can turn a truck over.

Mr. Hendrick remarked until we get changes in the funding at a state level to open up something besides unpaved roads, I'm afraid our options are limited. At one time, when I was working for the VDOT side when we'd get 2 or 3 million dollars in the county to spend on secondary construction, those days are long gone for right now. Hopefully, they

will come back. The only reason route 620 was completed was the transportation package that Governor McDonald put together completed the funding because at the rate we were going, we wouldn't even be close to paying for 620. That's the reason there's four lanes at the interstate now. It wasn't because of secondary funds; it was a special package.

Mr. Phil McCraw agreed it was a special package.

Mr. Robbie McCraw asked Mr. Hendrick if they might revisit Exit 1 to take another look at it.

Mr. Hendrick replied it's possible. That's the reason Lisa asked that we start discussing this now which I think is a great thing as far as I'm concerned. We can talk about roads every meeting; I'm fine with that. I speak that language but the reason to start now is so they've got more time to develop these estimates. There may be something they can change with the scope of the work because ultimately it comes down to that benefit-cost ratio.

Mr. Robbie McCraw said I think just lighting would make a difference at Exit 1, to be honest. At night, it's just such a, I don't necessarily want to call it dangerous, but it's not a pleasant location to be.

Mr. Hendrick responded it could. It's just about brainstorming. You can change the scope of the work on projects and you still solve or complete a need with a lower cost then automatically the ratio goes up. We looked at 77 truck climbing lanes at Poplar Camp and ain't nobody in the world going to argue that we don't need a third lane but we can't never make the b/c ratio work out. I've racked my brain and sit and stared at the map; I can't find nothing else. I'd love to get 638 done in Laurel Fork to Dugspur; we've asked before if there's anything they can do. Now one more note, Steve, I would ask in reviewing some of these other applications and folks if you got time and want to do some light reading on a computer, go read some of these applications from Smart Scale. Some of the localities have put together creative type packages so to speak. I read one that claimed to have not been on VTrans for accidents but they were still recommended for funding, and it was not a route of statewide significance. Can we ask is there being any consideration done?

Mr. Truitt said I'll ask again.

Mr. Hendrick said yes. I meant to have the application here so I can give you app number. I'm going to go back and try to find it again. In the CTB, all that is theoretical funding, staff recommended because CTB may not approve it. If they're going to show some discession, in this way or that way, then we need to look at some safety projects, and things like that. I'm done now.

Mr. Robbie McCraw asked what about 620 between 77 and 52. Is there any improvements there?

Mr. Hendrick said that was the area we had Lisa review this time and the cost was going to be, basically it wouldn't score is what come back this time but yeah that was another, looking at the same thing, it becomes an alternate route.

Mr. Martin said the same with Airport Road. The cut through on 620 from 77 over to 52, Memorial Day when everything was blocked up there was a tractor trailer who couldn't make the turn on 52 north. So, it was blocked there too the trailer had to swing over in the dirt and then try to make the turn and he got hung up over there.

Mr. Hendrick stated it could be that we could do an intersection improvement and not do other portions of the route. Brainstorming is about finding the right combination of the projects and different ideas. This is the point where ideas don't hurt. Spit balling can usually create some pretty interesting things.

Mr. Phil McCraw said you might think it's a bad idea but when you get in a group discussion; you may discover hey, it's not really a bad idea after all.

Mr. Hendrick said I had never thought of that; like I say I don't drive a tractor trailer, but I can get a dump truck about anywhere I want to go. It may be do an intersection improvement on that end of 620. Would be a small project but it would help. I don't know they may have right-of-way constraints and that's some of the stuff they look at.

(Order)

COMMITTEE APPOINTMENTS

Mr. Phil McCraw made a motion, seconded by Dr. Littrell to appoint Mr. David Hutchins to the IDA.

Mr. Phil McCraw told that Mr. Hutchins was the past Chairman and was very active with VACo. He told that he has a good knowledge of how the business works.

Dr. Littrell told that he had talked with David and he has some good ideas on promoting Wildwood. He told that he knows people in Richmond and that would help get things done. He told that he thinks he would do a good job.

Mr. Phil McCraw told that he does have contacts from moving up the ranks in VACO.

VOTES

Mr. Hendrick	Abstain
Mr. Phil McCraw	Yes
Mr. Hill	No
Mr. Robbie McCraw	No
Dr. Littrell	Yes
Mr. Martin	No

Mr. Hill made a motion, seconded by Mr. Robbie McCraw to appoint Mr. Todd Griffith to the IDA.

Mr. Martin asked if this is the Griffith on 58.

Mr. Robbie McCraw replied he is on 100.

VOTES

Mr. Hendrick	No
Mr. Phil McCraw	No
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	No
Mr. Martin	Yes

Upon motion by Mr. Hill, seconded by Mr. Hendrick and passing, the Board tabled the Committee Appointments until next month.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

CITIZENS TIME

No one was signed up to speak.

(Order)

SUPERVISORS TIME

Mr. Hendrick thanked everyone for coming out. He told that he appreciates staff. He told that he has an agenda item for next month to give counsel and staff time to research, there have been cell towers placed in Laurel Fork and they have created a buzz and he is curious as to what option's we have as far as regulating location in general and he would like to discuss that next meeting.

Mr. Martin asked if it would be okay to add taxation benefits.

Mr. Hendrick told that anything and everything to do with cell phones but mainly what he is looking at is how to regulate where they go.

Mr. Truitt told that he would recommend that we take a look at our rights to use the locations. He told that many localities reserve the right to use. He told that it is almost like imminent domain, you don't have to pay rent.

Mr. Martin asked if it would be okay to look at windmills.

Mr. Hendrick replied yes and no and the reason being we beat the windmill thing to death a couple years ago. He told that he would be glad to revisit it in a separate discussion. He told the reason he wants to keep the two separate because if there is separate legal realms of regulating locations. He told that it all may be the same, what we looked at before is protection of ridge tops. He told with no zoning ordinance, that is our only method to regulate windmills.

Mr. Truitt asked if you want to limit it to only cell phones.

Mr. Hendrick told that it could be any structure height over x, he doesn't know what x is. He told that one he is talking about is about 150 feet. He told that it may be the same legal path to regulate windmills as it is cell phones and it may all end up with zoning, but he wants to know what the options are because we have had two that has went up and he is going to bring pictures. He told that his opinion when they are talking about windmills is we have nothing to regulate someone putting up a 400 foot tall structure 15 foot from the property line and there is a problem with that.

Mr. Martin told the windmills have gone from a maybe thing to they are looking at 8 windmill towers on Stoots Mountain and they have moved to Poplar Camp Mountain, looking at 8 there. He told that height when it is all the way up is 500 feet.

Mr. Hendrick told in light of tonight's budget discussion, the budget cycle is a year round process and he believes next year's budget starts tomorrow. He told that he has heard is several times from other folks, he would ask that we do somewhat of a comparison to see what the differences are between us and Wythe County. He told if there is a better way to do it then he wants to figure it out. He trusts that y'all can do that here. He told that if it is something we need to do he would like to start now. He told if there are other localities similar in size include them.

Mr. Martin told that Wythe is a great place but remember water runs downhill.

Mr. Phil McCraw told that he agrees with what Josh just talked about and it is something good to put on the agenda. He told that he also agrees that it needs to be a separate discussion than windmills. He told that although we had some disagreements tonight he appreciates everyone sitting here and acting like men. He told that there have been times a few years back there were some pretty ugly things in here and if we can't act any better than that we need to run through the woods. He told that he appreciates the faithful few being here, you would think on the night you were going to pass a multimillion dollar budget a few more would be here, it is very disappointing.

Mr. Hendrick told that he agrees with that.

Mr. Hill told that everyone's vote is sacred. He told that he would like to thank Michelle, it was very informative. He told that he thanks staff for the work on the budget and everyone for being here. He told there is a budget policy, Robbie is working on a budget policy as part of the class and he expects to see good work.

Mr. Robbie McCraw thanked the faithful few for being here. He thanked staff for what they do, he told that sometimes it may not sound like he thanks them but he does. He told that it is a thankless job and when he decided to run for this office he wanted to do the best job he could and this is the best county in the State of Virginia and not a better place to raise kids, we have to work to not let our kids leave this county. He told that just being diligent with what we do is a very important part and that is why he has been going to the Supervisor Training. He told that Phil was a graduate and it is amazing the things he has learned. He told that Dr. Chandler asked every time about Phil and his health.

Dr. Littrell told that while we are working with cell towers, we have a very large dead spot in Pipers Gap just beyond the school out to the Parkway and on down Chances Creek. He told if there is any way we can encourage on of the companies to put a tower there it would be greatly appreciated.

Mr. Robbie McCraw told that you might want to mention it to Moir Beamer, our church bought a piece of property and Moir has talked to a cell phone company about putting one there. He told that there was some conflict with the Parks service.

Dr. Littrell told that it was a citizens suggestion. He told that tonight was very helpful even though we were on different sides of the table. He told that he did want to emphasis that our tax rates are revenue neutral and that means if your assessment is the same, your taxes will be the same, if they went down your taxes will go down and if it went up your taxes will go up. He told everyone to exercise your right to make a choice and vote in the primary tomorrow.

Mr. Martin told that we have talked about VACo and Saturday he got a memo from the National Association of Counties. He told that we usually send a large delegation to VACo and this is the National one, which is in Ohio. He told that he can't go to it, but he would like to see someone on the Board go to see what they are saying at the national level. He told you have to send in a form by July 7th and it will probably cost about \$1000 but it could be worthwhile.

Mr. Phil McCraw asked who you recommend fund that.

Mr. Martin told that it is up to each individual or he would hope that there would be a Board member to go and the county pick up their cost.

Mr. Rex Hill told we have a skimpy budget.

Mr. Martin told the good thing about going to those things is if you can get one piece of information and so forth.

(Order)

ADJOURNMENT

Upon motion by Mr. Phil McCraw, seconded by Dr. Littrell and passing, the Board adjourned.

VOTES

Mr. Hendrick	Yes
Mr. Phil McCraw	Yes
Mr. Hill	Yes
Mr. Robbie McCraw	Yes
Dr. Littrell	Yes
Mr. Martin	Yes

(Order)

Chairman

Clerk