

**BOARD OF SUPERVISORS  
REGULAR MEETING  
MAY 12, 2015**

At the regular meeting of the Board of Supervisors of Floyd County, Virginia, held on Tuesday, May 12, 2015 at 8:30 a.m. in the Board Room of the County Administration Building, thereof;

PRESENT: Case C. Clinger, Chairman; Lauren D. Yoder, Vice Chairman; Virgel H. Allen, J. Fred Gerald, Joe D. Turman, Board Members; Daniel J. Campbell, County Administrator; Terri W. Morris, Assistant County Administrator.

The Chairman called the meeting to order at 8:30 a.m. with the reading of the handicapping statement.

The Opening Prayer was led by Supervisor Gerald.

Supervisor Allen led in the Pledge of Allegiance.

The minutes of April 14 and April 21, 2015 were presented to the Board for review.

On a motion of Supervisor Turman, seconded by Supervisor Yoder, and unanimously carried, it was resolved to approve the minutes of April 14, 2015 and April 21, 2015 as presented.

Supervisor Turman – aye  
Supervisor Gerald – aye  
Supervisor Allen – aye  
Supervisor Yoder – aye  
Supervisor Clinger – aye

The minutes of April 28, 2015 were presented to the Board for review.

On a motion of Supervisor Yoder, seconded by Supervisor Gerald, and unanimously carried, it was resolved to approve the minutes of April 28, 2015 as presented.

Supervisor Turman – aye  
Supervisor Gerald – aye  
Supervisor Allen – aye  
Supervisor Yoder – aye  
Supervisor Clinger - aye

The monthly disbursements were presented to the Board for review and approval. A list of additional bills was also presented for consideration. Mr. Campbell noted that the plaque for the Board room has been finished with a bill of \$775 if the Board would also consider payment for it.

On a motion of Supervisor Allen, seconded by Supervisor Turman, and unanimously carried, it was resolved to approve payment of monthly disbursements, plus additions, plus additional bill of \$775 for Board room plaque, as presented.

Supervisor Turman – aye  
Supervisor Gerald – aye  
Supervisor Allen – aye  
Supervisor Yoder – aye  
Supervisor Clinger - aye

There were no Constitutional Officers reports for the month.

Agenda Item 7a – Subdivision plats as approved by Agent for April 2015. Ms. Lydeana Martin, Subdivision Agent, appeared before the Board. She noted that it had been a slow month in subdivisions, mostly lot-line divisions.

In economic development news: Henry’s Healthy Pets will be moving into the Innovation Center soon; Kiser Computing signed a lease for office space on May 1; another serious interest in small office space. The Floyd C4 sessions have been completed with an average attendance of 20-25 people. Eight people will participate in the pitch competition on May 26, 2015 at 7:00 p.m. competing for the \$5000 top prize and \$2500 second prize.

Agenda Item 7b – Floyd County Planning Commission appointment.

On a motion of Supervisor Allen, seconded by Supervisor Turman, and carried, it was resolved to appoint Ms. Linda Wagner to the Floyd County Planning Commission for a four year term, term ending October 31, 2018.

Supervisor Turman – aye  
Supervisor Gerald – aye  
Supervisor Allen – aye  
Supervisor Yoder – nay  
Supervisor Clinger – aye

Agenda Item 7c – Current Contingency Fund Balance. Mr. Campbell noted that the \$232,612 budgeted is still intact, with no transfers to-date. As a recap of some of the activities mentioned by the Board: \$15,000 for the Solid Waste Plan preparation by the Planning Commission; \$23,870 for transfer station tipping floor repair; \$7500 for Commerce Center erosion repair; an estimate of \$94,080 for Courthouse parking lot paving; an estimate of \$20,000 for HVAC service in the Dispatch Center; IT services costs may go over budget; any departmental budget over-runs.

Agenda Item 7d – Transfer Station Tipping Floor Repair (bid received) – Mr. Campbell reported that one bid had been received in response to the advertisement. The bid received was from Reed Construction subbed out to Buffalo Mountain Concrete. The bid received was for \$23,870. He noted that DEQ will have to be contacted for approval of closure of the transfer station. The contractor expects the curing process to take at least five days and recommends closure for a week to ensure ample completion time.

Agenda Item 7e – Commerce Center Erosion Repair (bids received). Mr. Campbell noted several bids were received for the repairs, ranging from a cost of \$7500 to \$14,000. One bid was much lower but the contractor had not included all areas to meet the bid specifications and was disqualified.

On a motion of Supervisor Allen, seconded by Supervisor Turman, and unanimously carried, it was resolved to accept the bids as presented: Reed Construction in the amount of \$23,870 for repairs to the Transfer Station tipping floor; Reed Construction in the amount of \$7500 for Commerce Center erosion repair.

Supervisor Turman – aye  
Supervisor Gerald – aye  
Supervisor Allen – aye  
Supervisor Yoder – aye  
Supervisor Clinger – aye

Agenda Item 7f – Pending New River Community Action Board of Directors appointment. Mr. Campbell reported that one Board appointment term ends in June 2015. A letter of interest was received from the incumbent expressing his desire to be reappointed. Questioned the Board as to their desire to advertise the position or not.

On a motion of Supervisor Allen, seconded by Supervisor Yoder, and unanimously carried, it was resolved to reappoint Mr. John McEnhill to the New River Community Action Board of Directors for a two year term.

Supervisor Turman – aye  
Supervisor Gerald – aye  
Supervisor Allen – aye  
Supervisor Yoder – aye  
Supervisor Clinger – aye

Agenda Item 7g – Capital Loan Update (\$1,750,000) – Mr. Campbell reported that the issue is proceeding well with Carter Bank (approved bidder). The bond counsel is finalizing the documents. The bond counsel has noted that a Consent of Joint Ownership form between the County and School Board is required. This is because the School Board will actually own the buses but the County is the recipient of the loan and we are co-loan facilitators. Hope to close on the loan by early June. The Electoral Board is researching different types of voting machines; the School Board will probably opt for State bid on school buses; County staff will begin work on specifications for the trash truck; Station #3 fire truck is in construction and Station #1 is working on specs for their truck. Funds will not be drawn down until items are received.

In further discussion of the Contingency balance – it was the consensus of the Board for staff to advertise for bids for paving of the Courthouse parking lot.

At 9:00 a.m., the Chairman called for the Public Comment Period.

After no comments from the audience, the Chairman declared the Public Comment Period closed.

Ms. Tracie Brewster, Social Services Director, next appeared before the Board. She reported on caseload statistics for April 2015:

- Adult Protective Services – 5 new cases;
- Adult Protective Services – 6 ongoing cases;
- Companion Cases – 4;
- Guardianship Reporting Cases – 10;
- Child Protective Services – 17;
- Investigations – no new cases;
- Investigations on-going from previous months – 1 case;
- Family Assessments – 13 new cases;
- Family Assessments on-going from previous months – 3 cases;
- Ongoing Child Protective Services – 7 cases;
- Foster Care – 11 cases;
- View – 10 cases;
- Child Care – 10 cases;
- SNAP – 36 new cases;
- SNAP – 834 ongoing cases;
- TANF – 47 cases;
- Medicaid – 1473 cases.

She also noted that staff are still juggling caseloads with trying to learn the new computer system.

Mr. David Clarke, Virginia Department of Transportation, next appeared before the Board. He reported that crews over the last month had working on:

- Getting gravel roads back in shape;
- Patching of potholes, especially in areas ahead of overlay schedule;
- Pipe replacement – Route 615, Franklin Pike and Route 221;
- State crews are working on Haycock Road to finish up that project – scheduled to be paved within the next month.

He also presented a draft resolution for approval of the proposed six-year plan. He noted that Vaughn's Mill Road and Shawsville Pike had been added to the list. He reported that paved road funds can go toward any road – unpaved road funds can only be used for unpaved roads. For FY16, approved funding is \$447,000, broken down into \$430,000 for unpaved roads only and \$47,000 for any roads. Funding for Route 750, Alum Ridge Road, is complete.

Supervisor Yoder commented that he had received a petition and numerous phone calls for needed work on Diamond Knob Road. Would like to see if this road could be added to the 6-year plan.

Mr. Clarke noted that it would need 50 vehicles per day to be included but it can be researched.

Mr. Campbell commented that traffic counts seem to always be done in Floyd during the summer when school is out. Should be done sometime

during the school year for comparison.

On a motion of Supervisor Turman, seconded by Supervisor Allen, and carried, it was resolved to adopt the resolution as presented for approval of the 6-year secondary road plan and the FY16 secondary road budget.

Supervisor Turman – aye

Supervisor Gerald – aye

Supervisor Allen – aye

Supervisor Yoder – nay

Supervisor Clinger – aye

In maintenance items needed in each district – the Supervisors reported:

Supervisor Gerald – Horse Ridge Road – needs patching on side of road, also turned in report of a culvert needing attention a couple of months ago; appreciate paving.

Supervisor Allen – Sandy Flats Road needs attention; very large pothole in travel lane going North on Route 221 between Little River bridge and Beaver Dam bridge; also more potholes on Route 221 past Beaver Dam bridge; Cannaday School Road – asphalt breaking up in big chunks.

Supervisor Turman – Turnip Patch Road citizens have been asking for gravel since January; need machining on Sugartree Road; Sugartree Road curve with bad visibility – could the bank be moved back? Have already had one wreck with a school bus. Also on Route 221, at the Mira Fork Road crossing – pines on North side of road have limbs so long that they are obscuring visibility.

Supervisor Yoder – Franklin Pike/Smartsview Road – brush needs to be cut back, it is completely blocking visibility; Deer Run Road – pavement coming up in multiple spots.

Supervisor Clinger – Route 221/Christiansburg Pike – gravel did help in the intersection but more is needed; Phlegar Hill Road needs attention from request last month.

Mr. Clarke – crews worked on it yesterday and today.

Supervisor Clinger – will request mowing at intersections ahead of time.

Ms. Linda King, School Board Chairman and Ms. Cindy Ryan, School Board Finance Specialist next appeared before the Board.

Chairman Clinger – I asked Ms. King to come before us today to answer any questions the Board might have about their budget or other items. After we had talked, we received an e-mail explaining how the salary scale was revised. So, staff will receive a 1.5% raise plus some?

Ms. King - plus \$750 for each individual. It will be built in with the step.

Chairman Clinger – if you had gone with a regular 5% raise, some would not have gotten a raise this year?

Ms. King – right.

Chairman Clinger – my question is, how does that work?

Ms. King – trying to reconfigure this thing. We've been trying to do this ever since I've been in education I guess. It is fairly complicated. I guess initially when those scales were developed, there was not a lot of synchrony about it and it got out of whack. If I hired you at a certain salary you got put on a certain step with a certain amount of salary. Things got kind of out of whack, I guess. And so, there is not a lot of equity in it.

Chairman Clinger – that's what we were going by.

Ms. King – we want to correct it. So looking at trying to correct it, if we try to do it with 5%, 1% or whatever, it ended up that over half of the people didn't get a raise. You're right, because it is still out of balance, out of proportion.

Chairman Clinger – I know what we're doing now is the 1.5% plus the \$750. That's going to keep that same disproportionate amount. When you get down in the years, it will be linear.

Ms. King – if you're talking linear, you would be talking about at least a half million dollars.

Chairman Clinger – 2% would ...

Ms. Ryan – I did the index for 2% and when I did that, 47 employees on our classified scale were what we call "frozen". If I was to index by starting salaries, they were already making more than they would on the new indexed scale. That amounted to a quarter of our classified employees, which we have 177. So the budget committee met and looked at it. Even if I were to make the index higher than 2%, I kept trying to move it up there. People who were frozen were at the higher end of the longevity steps and I couldn't increase it enough to bring them up without getting to a point where I'm saying, there's no way we can give the 5% increase to every employee every year. So we said this isn't working. We don't want to freeze a quarter of our employees and we can't build an index scale where it is manageable and actually make it work. So we came up with an approach where we were going to take that \$147,092 that the 5% represented to us and benefit all our existing employees but more so to those at the lower end of the scale rather than the higher end. How we did that was we developed a 1.5% index and \$750 on every step. \$750 means a lot more to somebody who's only making \$10,000/year than it means to somebody who's making \$40,000/year. So the percents become much larger if you're lower on the scale than if you are higher on the scale. But at the same time, we need to have an indexed scale and that's what you had asked us to do. So our plan is having an indexed scale for any employee who starts after July 1 so we'll have a grandfathered scale for existing employees and that's basically what the State has done. And we'll have a truly indexed scale for anybody hired after July 1.

Chairman Clinger – I know you said a quarter of the employees would not receive a raise. Would the other three quarters fit somewhere on that scale.

Ms. Ryan – some of them at 2% would actually been making more. What we're in the process of working on, and I just came from our budget meeting where I had re-done everything, we are looking at indexing at 1.5%, which I think is a more reasonable expectation of a raise each year. I even think 2% was a little bit out there but I was trying to affect as few people as I could. But at 1.5% each year, it varies from scale to scale. On some of the scales, employees are better off staying grandfathered, on some scales they are better off on the new scale up until the year 20 at which time those longevity supplements kick off and then they'd be better off on the old scale. So what we're talking about doing, is creating the scales and then a year from now, we'll explain it to all our employees, give them an option as to which scale they choose to be on and that would become an irrevocable decision. Somebody whose close, 20 years is the first longevity, it would probably be better on the grandfathered scale. Somebody whose anywhere from one year to fifteen years might be better off on the new scale unless they expect this to be their last job and going to retire with us.

Chairman Clinger – once the ones grandfathered in are gone by attrition or retirement, that scale would go away?

Ms. Ryan – exactly.

Chairman Clinger – you all have found out that this is not a simple matter.

Ms. King – that's not just a problem with classified, that's an issue with all parties. I'd hate to estimate how many hours this lady has put in trying to figure this out.

Chairman Clinger – the e-mail helped explain it but that's why I asked you to be here to answer any questions.

Ms. King – it is still far from perfect but is on its way to being solvent, I think.

Supervisor Allen – the person making \$10,000-11,000 will get a \$750 raise?

Ms. Ryan – 1.5% plus \$750.

Supervisor Yoder – it seems to me, and I may be wrong, but some steps don't seem to be getting that much. I compared the same steps on the scale to last year's scale.

Ms. Ryan – every step should be better off.

Discussion followed on the different calculations and how they were arrived at.

The first step started out at the beginning rate with no increase since this would be someone coming in new and would not receive a raise. Ms. Ryan noted that she obviously has a formula error that will have to be checked.

Supervisor Yoder – I did have a question on the second page of the budget explanation, number 17, it talks about eliminating a secondary teacher. Is that an existing position?

Ms. Ryan – in the budget approved by the School Board originally, there was an addition for one core curriculum teacher for math. Our High School principal looked at it and decided he does not need that position after new enrollment figures were received.

Supervisor Yoder – this was for the proposed budget not last year's?

Ms. King – correct.

Supervisor Yoder – will the athletic trainer be a full-time position? I looked at last year's and saw that there were three part-time positions. I was just curious as to how that worked.

Ms. King – yes, that is one individual. We get that from Radford Hospital/Carillion, they have trainers who are interns and lots of schools use this program. So the entire salary does not come from Floyd County, per se.

Supervisor Yoder – I just noticed the flip flop from one program to another.

Ms. King – yes, they do different sports.

Supervisor Yoder – makes sense to me, I just wanted to make sure I understood it. I know we talked about one time, about adding a building trades instructor. Is that a new position?

Ms. King – that is a person already employed and will be moved to that department.

Supervisor Clinger – do you have the projected enrollment for kindergarten next year?

Ms. King – I didn't bring that with me.

Supervisor Allen – will Travis Cantrell be a full-time Athletic Director?

Ms. King – no he is not. He's teaching a couple of business classes. We do actually need a full-time person. I do that job, it is time consuming. He probably works more hours than anybody in the division except the principal. You have to be at all the games, do the re-scheduling, sometimes it can be a nightmare to re-schedule things. Back to the enrollment, this sheet you had shows the projected. But like this month, we lost ten students. It is a projection, we hope it is accurate. You do want to have a bigger kindergarten class than the graduating class, some years you do and some years you don't.

Supervisor Allen – what will happen to the kids that don't pass the SOLs?

Ms. King – the General Assembly offered to do an expedited retake. That means within a 3 week window, they can re-take those tests in the core areas. They have a second chance to pass them which has been successful for a lot of them. We do summer school remediation also.

Supervisor Allen – is that a required summer school rule?

Ms. King – they have to be remediated somewhat so either you do it in summer school, offer a class on-line, there is some flexibility. Most of them think it is easier to do it in a 3-week summer school. We try to give them as many opportunities as possible to pass them because you have to pass them to graduate or get the credit. There is a remediation window.

Ms. King presented a revised expenditure appropriation request to the Board for review and consideration.

On a motion of Supervisor Yoder, seconded by Supervisor Turman, and unanimously carried, it was resolved to approve the FY15 School Board budget appropriation revision as presented: Transfer \$52,000 from Instruction category to Technology category; transfer \$50,000 from Facilities category to Operation & Maintenance category.

Supervisor Turman – aye  
Supervisor Gerald – aye  
Supervisor Allen – aye  
Supervisor Yoder – aye  
Supervisor Clinger – aye

Chairman Clinger asked that the revised salary scales be provided to the Board when complete and expressed appreciation for the ladies attendance at the meeting.

Ms. King – I think we all want the same thing. We want our children to have the best that they can have. It is imperative that we show leadership and work together. We don't have to agree about everything but we have to continue to work together no matter what. We need to get Dr. Harris back in this loop with us. He is the one person I hire, I trust him and I want you to do so too.

Chairman Clinger – I think this format we've done this year with just the two Board members from each Board has worked well. We didn't ask Dan to be involved either, just the leaders from our boards.

Mr. John McEnhill, New River Community Action Board Member, next appeared before the Board. He provided an update on Community Action over the last year. He noted that he had been on the Board for thirteen years and tries to provide an update each year. There have been several significant changes over the last year. The most significant is that we were able to move back into the building on Route 221 last fall. We were hopeful to be back in the building for the start of the new school year. Renovations are complete except for an awning on the front and possibly on the side. We are in the process in working out with two contractors, some affordable options based on our funding. There are some parking lot improvements that will happen after the new awnings are in place. One of the benefits of the renovation and restructuring of the programs is that we were able to have an extra classroom. While we were out of the building, we operated a blended classroom at Floyd Elementary which combined their program with Headstart. That is for four year olds. The new classroom on Route 221 is a combination class of primarily three year olds. We also added a full-time community service

worker. We've taken a different approach of our homeless/housing program by requiring that the community service worker also are certified housing counselors. That doesn't mean they provide housing, just able to serve the client in the area office. Part of that was because we ended the RSVP program which had a very long history in Floyd County. A couple of other changes were the declining enrollment in the program. Today's seniors are not like they were twenty years ago. Folks that participate in the program were finding direct ties to the organization they wanted to work for. Plus, the Federal oversight requirements dictated that certain areas to be served were not of interest to the participants. So, we were often in a position of saying that we needed them to work in different areas of their interest. Another item was that we had a \$15,000 match that was required for the program that could be better utilized for emergency assistance. The outcome of that is that we are back to a five day a week program. After we moved back into the building, we were able to make arrangements with the adult education program which is also based at the newly renovated office. That is a great fit because many of the folks that utilize the adult education program utilize other programs in the building. A quick overview of the programs that are in Floyd County specifically and number served: Headstart – 27 families; CHIP – 24 families with 74 individuals; Virginia Cares program which assists newly released ex-offenders and their families in making successful transition from jail to the community – serving 14 individuals; year-to-date we have served 37 families (68 individuals) under the Homeless Intervention Program; Emergency Assistance program which helps people with temporary rental assistance, food, utilities, household products – served 523 individuals (218 households); Floyd Backpack Program which provides food for children at the elementary school over the weekends – 170 kids served (80 families); VITA program – I don't have complete information yet on the program that just ended last month; to-date we have served 1120 individuals from 554 families. This year we will be celebrating our 50<sup>th</sup> anniversary of NRCA of which Floyd County is an original member. We plan to have an anniversary celebration at some point with the Governor as keynote speaker. You will be invited once we have a firm date.

#### Agenda Item 8 – Old/New Business.

Supervisor Turman commented that he needs to take a leave of absence from the Regional Jail Board of Directors per his doctor's advice. Supervisor Allen will be able to vote at the meetings as alternate.

Chairman Clinger also commented that he would like to step down from the Social Services Board. Have missed several meetings due to conflicts.

Staff will check on the requirements of the Social Services Board – Board of Supervisors member required and voting district representative required.

In discussion on the proposed FY16 budget, it was the consensus of the Board to cancel their tentative May 19 meeting on the budget. Staff will update the proposed budget with the School Board categories and also the addition of three recycling boxes per Supervisor Yoder's request.

On a motion of Supervisor Yoder, seconded by Supervisor Turman, and unanimously carried, it was resolved to adjourn to Tuesday, May 26, 2015 at 7:00 p.m.

Supervisor Turman – aye

Supervisor Gerald – aye

Supervisor Allen – aye

Supervisor Yoder – aye

Supervisor Clinger – aye

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Daniel J. Campbell, County Administrator.

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Case C. Clinger, Chairman, Board of Supervisors