

## BOARD OF SUPERVISORS MEETING MINUTES OF APRIL 10, 2000

At a reconvened joint meeting of the Pulaski County Board of Supervisors and the Pulaski County School Board held on Monday, April 10, 2000 at 7:00 p.m. at the County Administration Building, Board Room, 143 3<sup>rd</sup> Street, NW, in the Town of Pulaski, Virginia, the following supervisors were present: Joseph L. Sheffey, Chairman; Dr. Bruce L. Fariss, Vice-Chairman; Charles E. Cook; William E. "Eddie" Hale; and Frank R. Conner. School Board members present included: Paul Phillips, Chairman; Jeff Bain; Dr. Beth Nelson; Rhea Saltz; and John Wenrich. Staff members present included: County Administrator, Joseph N. Morgan; Management Services Director, Nancy M. Burchett; School Superintendent, Dr. David Cox; School Business Manager, Walt Shannon; and School Board Clerk, Jean Cox.

### 1. Call to Order and Welcome of School Board

Board of Supervisors Chairman Sheffey called the meeting to order and welcomed the School Board members and staff.

### 2. Pulaski County School Board Presentation

#### ◆ FY 01 Budget Request

School Board Chairman Phillips thanked the Board of Supervisors for the opportunity to present the School Board budget for FY 01. He advised the School Board's budget request was based on the needs of the school system.

School Superintendent Cox at this time reviewed with the Board of Supervisors the following goals and factors affecting the budget request for the school system:

#### Goals:

1. Student Achievement
2. Evaluation and Employee Development
3. Open Lines of Communication
4. Capital Building Plan

#### Factors:

1. Student Achievement – SOL Tests
2. Accreditation of Schools
3. Meeting the needs of at-risk students
4. Technology – New and Replacement
5. Maintaining Pupil Teacher Ratio
6. Salaries – well below state averages
7. Cost of Health Insurance
8. Benefits for Classified Employees
9. Rising cost of material

Dr. Cox advised the School's budget request was a spending plan based on real needs. He further reported the cornerstone need of the school system is for better employee compensation for all types of school employees.

## BOARD OF SUPERVISORS MEETING MINUTES OF APRIL 10, 2000

School Business Manager, Walt Shannon, at this time presented a chart reflecting the average daily membership for students for the last 10 years. Said chart indicated the steady decline in the student population. Mr. Shannon advised the FY 01 budget had been prepared based on an average daily membership of 5,011. In addition, Mr. Shannon reviewed a chart reflecting the cost per pupil with the present cost spent per pupil reported to be \$5,700.

Mr. Shannon then reviewed with the Board of Supervisors the details of the budget request for FY 01 by categories. He reported that 85% of the expenditures would be in personnel. He advised the local general fund amount requested for FY 01 for the schools to be \$12,344,231 or a 35.7% increase above FY 00. Additional information reviewed included a salary comparison of school personnel salaries to the state average; average teacher, principal and directors salary comparison for adjacent localities and the state; detailed expenditure needs by established goals; projected revenues; percentage of increases chart and information regarding the cafeteria fund expenditures and revenues projected for FY 01.

### ◆ Teacher Compensation Status Report

At this time members of the Pulaski County Educational Association gave a presentation to the Board regarding the need for an increase in the teacher salary scale.

Ms. Mary Martha Hughes, President of the Educational Association, advised that Pulaski County is facing a teacher shortage. She also reported that Pulaski County is losing teachers to other jurisdictions because of salary and benefits. Because of this, the Educational Association had appointed a committee to review the present salary scale and make a recommendation regarding a new scale for Pulaski County. She then called on the following committee members to review said recommendation of the committee.

Ms. Jackie Freeman reviewed information on the current Pulaski county teacher salaries and how they compare to other jurisdictions. She also reviewed the new proposed salary scale which had been developed by the committee.

Mr. Mike Goff advised the proposed new salary scale would have 28 steps and the committee recommended implementation of the new plan over a 2 year period.

Chairman Sheffey inquired as to the amount of surplus funds expected from the FY 00 budget. Mr. Shannon advised that approximately \$250,000 to \$300,000 was expected to be unspent at June 30.

BOARD OF SUPERVISORS MEETING MINUTES OF APRIL 10, 2000

3. Employee Health Care Coverage for FY 00-01

Management Services Director, Nancy Burchett, reviewed with the Board of Supervisors alternatives for employee health care coverage for FY 01. She advised the NRV Consortium had met and approved one plan design change which decreased the renewal rate increase with Aetna from 15% to 13%. The plan design change involved the prescription drug program. This change would provide for co-payments for prescription drugs as follows: \$10.00 for generic; \$15.00 for brand; and \$30.00 for drugs listed on the third tier listing. In addition, Ms. Burchett presented a financial analysis report comparing the alternatives for employee health care coverage for FY 01.

School Board member Saltz expressed his dissatisfaction with the current Aetna program. Ms. Burchett advised she shared the dissatisfaction and frustrations; however, other alternatives available were not very promising at this time.

Supervisor Fariss requested that the Board members be sent the details of the employee health care proposals which outlined the benefits for each proposal.

Staff requested this matter be placed on the supervisors agenda for the April 17, 2000 meeting for possible action.

4. Budget Work Session:

Joseph Morgan, County Administrator, reviewed with the Board of Supervisors the following matters pertaining to future budget work sessions:

a. Presentation of Complete Document by April 17

Mr. Morgan confirmed the presentation of the complete budget document for April 17, 2000.

b. Scheduling of Agency Presentations on May 1

The Board confirmed that agency presentations would be set for the May 1, 2000 budget work session meeting.

c. Confirmation of Budget Preparation Calendar

The Board reviewed and confirmed the budget preparation calendar as previously approved by the Board of Supervisors.

## BOARD OF SUPERVISORS MEETING MINUTES OF APRIL 10, 2000

### d. Review of Draft Document

Mr. Morgan advised that he planned to send a draft document of the expenditure and revenue recommendations to the Board of Supervisors with the weekly update prior to the meeting of April 17, 2000.

### e. Other Desired Budget Information

The Board reviewed additional budget information previously submitted by staff in prior years. In addition to this information, the Board of Supervisors requested the following information be provided by staff:

1. Student Enrollment figures for the past 10 years;
2. County contribution to the schools for the past 10 years;
3. Total school expenditures for the past 10 years;
4. Starting salaries for a recent college graduate with a 4 year bachelors degree; and
5. Revenue percentage of change for state, federal and local contributions for schools for the past 10 years.

## 5. Other Matters

### ◆ County Government Week Resolution

On the motion of Dr. Fariss, seconded by Mr. Conner and carried, the Board of Supervisors adopted the following resolution regarding County Government Week:

### **NATIONAL COUNTY GOVERNMENT WEEK**

In recognition of National County Government Week, the Board of Supervisors of Pulaski County, Virginia, does hereby commend and express its appreciation to the following citizens for volunteering to serve on the many agencies, committees, boards and commissions, which are necessary for the effective delivery of local government services to the citizens of Pulaski County:

**Agency on Aging:** Elaine Powell, Joe Morgan

**Building Appeals Committee:** Allen Audas, Harold Dalton, Tom Douthat, Ernest Draper, Bobby Dunnigan, Paul Shelor

**Cable TV Citizens Advisory Committee:** Isabel Berney, Ralph Bowman, David Burke, Linda DiYorio, Robert Dye, Gary Elander, Carl Epley, Jamek Facundo, Dave Farmer, Becky Gunn, Debbie Hall, E. W. Harless, Peter Huber, Thomas Lillard, Marion Lutz, Tom McCarthy, Jose Melendez, Steve Mintun, J. P. Morbeck, Carlos Morris, Dave Rundgren, Jim Sandidge, Maynard Sayers, Richard Settle, Benny Skeens, Carol Smith, Charles Stewart, Danny Vaughan, John Wenrich, Bill Yerrick

BOARD OF SUPERVISORS MEETING MINUTES OF APRIL 10, 2000

**CHIP:** Ellen Moore

**Clean Community Council:** Anthony Akers, Evelyn Alexander, Mack Baker, Dawn Barnes, David Cox, Al Davis, Sr., Rebecca English, Frances Farmer, Fred Hilliard, Ed Hoggatt, Peter Huber, Tommy James, Dari Jenkins, Sterling Kinser, Bobby Lorton, Marion Lutz, Pat McGlothlin, Polly Mitchell, Joe Morgan, Irene Morrison, Betsy Palmer, Anna Powers, Bettye Steger, Bobby Turman, Larry Vest.

**Courthouse Exhibits Committee:** Evelyn Alexander, Paul Armbrister, Nancy Burchett, Karen Cecil, William Dawson, Thomas Douthat, Frances Farmer, Elrica Graham, Lucy Harmon, Marylen Harmon, Lloyd Mathews, Nancy McDaniel, Elinor Farmer, David Poteet, Maynard Sayers, Graham Simmerman, Rose Marie Tickle, Richard White, Eric Miller, James Stout, William Scott, Bruce Fariss, William Nye, Tom McCarthy, Woodie Lookabill, Gene Nuckols

**Emergency Management Grant Distribution:** Larry Vest

**Emergency Services:** Joe Morgan, Peter Huber

**Equalization Board:** Frank Brown, Richard Jones, Sherman Lee

**Fairview Home Board:** Joe Morgan, Frank Conner

**Fire Protection Committee:** Gilbert Atkins, Robert Cecil, Stan Crigger, M. T. Farris, Jr., Carlos Morris, Dalfourd Phillips, Lee Simpkins, Robert Stoots, Jr., L. J. Trigg

**Harry DeHaven Park Advisory Committee:** Anthony Akers, Gary Buckner, Charles Cook, Mr. & Mrs. Ted Cox, Stan Crigger, James Davis, R. G. Duncan, Bruce Fariss, Carolyn Flinchum, Larry French, Kenneth Harrell, Dean Jackson, Richard Labrie, Jack Leahy, Doug Mayberry, Bobby Mebane, Kevin Meredith, Beverly Patton, Scott Schwarzer, Mr. & Mrs. Thomas Simpkins, Ben Selvey.

**Industrial Development Authority:** Dan Bell, Layne Burcham, James Lark, Odell Mayberry, James D. Miller, Andrew Owens, Jon Wyatt

**Library Board:** Nancy Burchett, Diann Marshall, David Cox, Don Fariss, Joe Reed, Becky Shankman, Delores Smith, Margaret Smith, Jeanne Whitman

**Local Emergency Planning Committee:** Nancy Bowman, Roger Combs, Stan Crigger, Keith Dickerson, Jim Davis, Jeff Hall, Peter Huber, Walter Keister, Mason Vaughan, Sr., Joe Williams, Mike Williams, Jack Wright

**New River Basin Water Quality Management:** Ron Coake

**New River Community Action Board:** Jim Wallis

**New River Community College:** Kendall Clay, Tom McCarthy, Charles Tickle

**New River Community Services Board:** Harold Chrisley, Mike Church, Linda Myers

**New River Highlands Resource Conservation Council:** Walter Paulson

**New River Regional Jail Authority:** Peter Huber, Frank Conner

**New River Resource Authority:** Charles Cook, Tom Owen, Joe Sheffey, Frank Conner

**New River Valley Airport Commission:** Charles Cook, Peter Huber

BOARD OF SUPERVISORS MEETING MINUTES OF APRIL 10, 2000

**New River Valley Development Corporation:** Jack Nunley, Mark Buckland, Dan Grubb

**New River Valley Economic Development Alliance:** Charles Cook

**New River Valley Juvenile Detention Home:** W. W. Lester, Warner Osborne

**New River Valley Planning District Commission:** Joe Morgan, Joe Sheffey

**New River Criminal Justice Training Center:** Jim Davis

**New River Resource Authority Citizens Advisory Committee:** Barry Albert, Irma Albert, Nancy Bowman, Lee Bowman, Ronnie Coake, Larry Gilbert, Brenda Gilbert, Richard Guthrie, Donna Kirk, Joe Sheffey

**New River Resource Authority Recycling Study Committee:** Bruce Fariss, Doug Mayberry, David Stanley

**New River Criminal Justice Services Board:** Anthony Akers

**Office on Youth:** Don Breedlove, Dave Coffey, Dwight Fralin, Kelly Sayers, Dave Hart, Marty Kemp, Jack Leahy, Pat McPeak, Joyce Owen, Jeannette Sheffey, Brad Smith

**Pulaski/Dublin/Pulaski County Recreation Committee:** Joe Sheffey, Bruce Fariss

**PEP – Community Information Committee:** Bruce Fariss, Richard Guthrie, Peter Huber, Walter Keister, Joe Sheffey

**PEP – Existing Business Committee:** Ron Bierman, Nancy Bowman, Wayne Carpenter, Ron Chaffin, David Cox, Robert Dye, Hi Nicely, Peter Schmitz, Archa Vaughan, Mason Vaughan, Richard White, Mike Williams

**PEP – Finance Committee:** Philip Baker, Mark Buckland, Gary Elander, Gray Goldsmith, Danny Hardy, Scott Harriger, Lewis Kirtner, Odell Mayberry, Tom McCarthy, Nancy McGlothlin, Owen McKinney, Eric Miller, James Dix Miller

**PEP – Housing Committee:** Dan Bell, Gary Elander, Joe Morgan, Carole Pratt

**PEP – Prospect Visitation Team:** Tommy Baker, John Hawley, Joe Morgan, Carole Pratt

**PEP – Quality of Life Committee:** Kenneth Dobson, David Farmer, Nick Glenn, John Johnston, John Knarr, Paul Phillips, Jerry White

**PEP – Sites and Buildings Committee:** Dan Bell, Dan Bryant, Tom Douthat, Bobby Dunnigan, H. W. Huff, Jr., Richard Jones, Lloyd Mathews, Tom Owen, Maynard Sayers, Jerry Whitehurst

**PEP – Steering Committee:** Dan Bell, Ron Bierman, Nancy Bowman, Debbie Brown, Mark Buckland, Wayne Carpenter, Ron Chaffin, Charles Cook, David Cox, Bruce Cunningham, Kenneth Dobson, Bobby Dunnigan, Robert Dye, Gary Elander, David Farmer, Jane Farmer, Stuart Gilbert, Richard Guthrie, Peter Huber, H. W. Huff, Jr., John Johnston, Walter Keister, Odell Mayberry, Tom McCarthy, Owen McKinney, Joe Morgan, Hi Nicely, Jack Nunley, Warner Osborne, Carole Pratt, Joe Sheffey, Peter Schmitz, Archa Vaughan, Joe Weddle, Richard White, Jerry Whitehurst, Mike Williams, John Young

BOARD OF SUPERVISORS MEETING MINUTES OF APRIL 10, 2000

**Peppers Ferry Regional Waste Water Treatment Authority:** Charles Cook, Ronnie Coake, Winston Snead

**Planning Commission:** Bill Breedlove, Bruce Fariss, Andy Hall, Larry Hancock, Don Rainey, Basil Scott, Doug Warren

**Public Service Authority:** J. Mack Baker, H. W. Huff, Jr., Carlos Morris, Winston Snead, Archa Vaughan

**Pulaski County Sewerage Authority:** Dale Boyd, Robert Bruce, Ron Coake, Kyle Dehart, Carlos Morris, Winston Snead

**Town of Pulaski – Economic Development Board:** Peter Huber

**Randolph Park Citizens Committee:** Evelyn Alexander, Anthony Akers, Mary Barbour, Mike Barbour, Don Bowman, David Coffey, Vernon Crouch, Charles DeHart, Frances Farmer, Eddie Hale, Kenneth Harrell, Dave Hart, Peggy Holden, Hugh Huff, III, Mike Kelly, Joan Knode, Jack Leahy, John Myers, Jim Neblett, Hi Nicely, Bob Piscura, Spencer Rygas, Bob Thomas, Charles Twine, Annette Weddle, Jerome Taylor, Hazel Taylor

**Randolph Park Steering Committee:** Charles Cook, Anthony Akers, Jack Gill, Dan Grubb, Joe Morgan, Mike Cavell, Rick DiSalvo, Joe Sheffey, Ken Alexander, Charles DeHart, Barry Long, Ronnie Coake

**Recreation Commission:** Anthony Akers, Don Bowman, Kenneth Harrell, Dave Hart, Mike Kelly, Jack Leahy, John Myers, Harold Ward, Annette Weddle

**Satellite Board:** Richard White

**School Board:** Paul Phillips, John Wenrich, Jeff Bain, Beth C. Nelson, Rhea Saltz

**School Property Task Force Committee:** Charles Cook, Jerry White

**Southwest Virginia Economic Development Financing Committee:** Dallas Cox

**Social Services Board:** Sybil Atkinson, Anthony Daniels, Hugh Huff, III, Joe Morgan, Joe Sheffey

**Western Virginia Emergency Medical Services Council:** David Smith

**Workforce Investment Board:** Charles Cook, Joe Sheffey, Peter Huber

**Virginia's First Authority:** Joe Sheffey, Charles Cook, Joe Morgan, Frank Conner

**Zoning Appeals Board:** Andy McCready, Tony Nicolo, James Odell, Melvin Reece, Jr., Ronald Shelburne, Mike Cox, Charles Ward, Donald Shelor

Voting yes: Dr. Fariss, Mr. Cook, Mr. Sheffey, Mr. Hale and Mr. Conner.

Voting no: none.

6. Closed Meeting – 2.1-344(A)

It was moved by Mr. Conner, seconded by Mr. Cook and carried, that the Board of Supervisors enter closed session for discussion of the following:

BOARD OF SUPERVISORS MEETING MINUTES OF APRIL 10, 2000

Personnel - Pursuant to Virginia Code Section 2.1-344(A)1 discussion for consideration of employment, assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of public officers, appointees or employees, regarding:

\*Employee Compensation

Voting yes: Dr. Fariss, Mr. Cook, Mr. Sheffey, Mr. White and Mr. Conner.

Voting no: none.

Return to Regular Session

On the motion of Mr. Conner, seconded by Mr. Cook and carried, the Board of Supervisors returned to regular session.

Voting yes: Dr. Fariss, Mr. Cook, Mr. Sheffey, Mr. Hale and Mr. Conner.

Voting no: none.

Certification of Conformance with the Virginia Freedom of Information Act

It was moved by Dr. Fariss, seconded by Mr. Hale and carried, that the Board of Supervisors adopt the following resolution certifying conformance with the Virginia Freedom of Information Act.

WHEREAS, the Board of Supervisors of Pulaski County, Virginia, has convened a closed meeting of this date pursuant to an affirmative recorded vote and in accordance with the provision of the Virginia Freedom of Information Act:

WHEREAS, Section 2.1-344.1 of the Code of Virginia requires a certification by this Board of Supervisors that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors of Pulaski County, Virginia hereby certifies to the best of each members' knowledge (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies; and (ii) only such public business matters as were identified in this motion convening the closed meeting were heard, discussed or considered by the Board of Supervisors.

Voting yes: Dr. Fariss, Mr. Cook, Mr. Sheffey, Mr. Hale and Mr. Conner.

Voting no: none.

BOARD OF SUPERVISORS MEETING MINUTES OF APRIL 10, 2000

7. Adjournment

It was moved by Mr. Hale, seconded by Mr. Cook and carried that the meeting be adjourned to reconvene on Monday, April 17, 2000 at 7:00 p.m. for a budget work session to be held at the County Administration Building, Board Room. The next regularly scheduled meeting of the Board of Supervisors is set for April 24, 2000, 7:00 p.m. at the County Administration Building, 143 3<sup>rd</sup> Street, NW, Pulaski, Virginia.

Voting yes: Dr. Fariss, Mr. Cook, Mr. Sheffey, Mr. Hale and Mr. Conner.

Voting no: none.

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Joseph L. Sheffey, Chairman

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Joseph N. Morgan, Clerk