

2. VDOT - Alan Leatherwood

Mr. Leatherwood requested that a public hearing be set for August 15, 2006 for the initial public hearing regarding the six-year plan. Mr. Leatherwood stated that VDOT will handle the advertising for the public hearing.

It was the consensus of the Board of Supervisors to hold a public hearing on August 15, 2006 regarding the six-year plan.

Mr. Leatherwood stated that the schools have requested that a school zone be re-established at the Old Elementary School and that VDOT is researching this issue and will handle all the necessary paper work.

Mr. Womack and Mrs. Ross have received complaints regarding the intersection at Jamestown Road and Spillman Road.

Mr. Leatherwood stated that this area has been examined in the past and that VDOT determined that previous accidents had been caused by human error, however, VDOT will re-examine the area.

3. Public Hearings

- a) Board of Zoning Appeals - reduction in number of Members

The County Administrator explained that currently the County ordinance states that seven members serve on the Board of Zoning Appeals, however, there are currently two vacancies on the Board of Zoning Appeals and the Board of Supervisors would like to consider a reduction of members from seven to five. This proposed reduction has also been approved by the Circuit Court Judge.

The Chairman opened the public hearing and with there being no speakers, the Chairman closed the public hearing.

On a motion by Mr. Womack and carried, the Board adopted the following amendment:

Article XIX. Board of Zoning Appeals. Section 74-832.

- (a) A Board of Zoning Appeals consisting of five members shall be appointed by the Circuit Court of the County. The board shall be paid such compensation as may be set from time to time and authorized by resolution of the Board of Supervisors of Cumberland County, Virginia. Any board member or alternate may be removed for malfeasance, misfeasance or nonfeasance in office, or for other just cause, by the Court that appointed him, after a hearing held after at least 15 days' notice. The secretary of the Board shall notify the Court at least 30 days in advance of the expiration of any term of office, and shall also notify the Court promptly if any vacancy occurs. Appointments to fill vacancies shall be only for the unexpired portion of the term. All members shall be residents of Cumberland County, Virginia.

Adopted 7-11-06

4. Department and Agencies

- a) Jerry Giles - LEPC Report; Public Works report; W&S Advisory Committee report

Mr. Giles stated that most of the service taps for the water system have been installed and that water lines have been installed and pressure tested and are waiting bacteria sampling. Fiber optic conduit is being installed into trenches where the water lines are going and the sidewalks will be re-poured in the near future.

Mr. Giles also stated that the foundation for the pump building has been poured and the water line that runs from the pump building to the tie-in line along Foster Road has been installed.

b) Emergency Services Committee - report

Rose Payne, Emergency Services Committee reported that the committee has talked with Prince Edward Volunteer Rescue Squad about its Squad Care revenue recovery program to see if a program of this nature would be feasible for Cumberland County and that the Virginia Department of Fire Programs may offer more firefighter training classes to the County in upcoming years.

5. Assistant Administrator/Finance & Human Resources

a) Policy amendment re: health insurance

Mrs. Matthews explained the proposed policy amendment regarding health insurance for part-time employees to the Board of Supervisors.

On a motion by Mr. Petty and carried, the Board adopted the following:

11.2 HEALTH AND DENTAL INSURANCE

Health and dental insurance is provided for full-time permanent employees, the Board of Supervisors, and Constitutional Officers. The Employer (County) pays a portion of the cost of the covered individual's premium. A portion of the premium for the family plan is paid by the County and the remainder by the covered individual and will be deducted from the covered individual's gross pay. In addition, the County will continue to pay the County portion of the employee only premium upon retirement from the County under VRS, with at least 10 full years of service at age 62, until the individual reaches age 65 and is eligible for Medicare. Employees who retire under VRS at age 55 or older, with at least 30 years of service with Cumberland County, will be allowed to continue their health and dental coverage through Cumberland County with the County contributing 50% of the portion of premium normally contributed for full-time employees towards their premiums until they reach the age of 62. When such employee reaches the age of 62 the County will begin premium

must first receive permission from his Department Head, and may appeal his Department Head's decision to the County Administrator, who shall have final say on the matter (except for employees of Constitutional Officer). Employees applying for positions within the County service who are members of a Volunteer Fire/Rescue Squad shall make this known on the application form. Before permission is granted, an employee and his supervisor shall form a good understanding of how emergency calls shall be handled in regard to the employee's work requirements.

If permission is granted, notice of permission shall be placed in the employee's personnel file, and response to calls shall generally be up to the discretion of the employee. The County realizes most, if not all, employees responsible enough to handle life-threatening emergencies will use good judgment in deciding what calls to respond to.

Any response to an emergency call shall be treated as a paid leave of absence. Employees shall realize that they are being paid by the County while responding to a call and shall return to work as soon as enough additional emergency personnel arrive at the scene or the situation is under control. Excessive length of time at an emergency scene while being paid by the County, especially when enough additional emergency personnel are present, may be cause for a revoking of response privileges. Excessive response to calls may also be cause for a revoking of response privileges, and the County Administrator (Constitutional Officer) has the right to set certain policies for specific employees if the need arises. Any questions concerning the interaction of work requirements and emergency call should be directed to the County Administrator (Constitutional Officer).

Any employee who responds to an emergency call shall not be covered under the County Workers' Compensation program once he leaves his post. Upon returning, County Workers' Compensation

- 1.5 The County will project revenues for the next three years and will update this projection annually. Each existing and potential revenue source will be reexamined annually.
- 1.6 When deficits appear to be forthcoming within a fiscal year, spending during the fiscal year will be reduced sufficiently to create a positive undesignated fund balance and a positive cash balance.
- 1.7 The County will budget at least 2% of the General Fund Expenditures annually for contingencies caused by unforeseen emergencies, including unanticipated expenditures of a nonrecurring nature, or to meet unexpected small increases in service delivery costs.
- 1.8 The undesignated or general fund balance at the close of each fiscal year should be at least 10% of budgeted revenues.
- 1.9 Total annual debt service shall not exceed 10% of total budgeted revenues.
- 2.0 Budget Operating Procedures
- 2.1 The Board may appropriate funds on a monthly, quarterly, semi-annual or annual basis.
- 2.2 All amendments to the budget which exceed one percent of the total revenue or \$500,000, whichever is lesser, must be accomplished through appropriate notice, publications and a public hearing.
- 2.3 No expenditure which exceeds the amount appropriated will be honored for payment by the County.
- 2.4 All requests for additional appropriations must be in writing and be approved by the Board of Supervisors.

New employees transferring directly from other Cumberland County Agencies (including Department of Social Services, Public School System) will be permitted to transfer annual leave equivalent to one year's accrual as outlined in the chart shown above. Proper documentation must be provided by the employee's former Human Resources Department on total years of service and unpaid leave balance upon separation.

- c. The accrual rate for the first and last months of employment shall be prorated by the number of days worked. This rate will be rounded to the nearest quarter day.
- d. When an employee separates from the County, the employee shall be compensated for all unused annual leave at the current hourly rate in one lump sum up to the maximum accrual for the respective years of service.
- e. Checks for unused annual leave will be issued to employees during the regular pay cycle following the day of separation from the County. Supplemental payrolls will not be run to issue checks for accrued annual leave.

9.3 SICK LEAVE

- a. One day (8 hours) of sick leave is earned for each month of employment and may be granted when an employee is unable to work because of illness or for personal doctor and dental appointments. A limited amount of sick leave may be granted at the discretion of the County Administrator, not to exceed 24 consecutive work hours or 48 hours per calendar year, when a member of the employee's immediate family is ill. (This would include wife or husband, mother, father, child, brother, or sister or any relative living in employee's household). If an employee is out of the office five work days or more on sick leave, the employee must provide a letter from the doctor outlining the reasons for the absence. (See

3. Adopted the following resolution of appreciation for Reverend Leroy C. McLaughlin:

WHEREAS, this month marks the completion of the seventeenth year that Reverend Leroy C. McLaughlin has served New Hope Baptist Church as its spiritual leader, and

WHEREAS, during the past seventeen years New Hope has expanded its physical facilities to members and families in the community, and

WHEREAS, the growth of the New Hope Baptist Church ministry has been due in large measure to the inspiration, zeal, devotion and leadership of Reverend Leroy McLaughlin, and

WHEREAS, the congregation of New Hope Baptist Church has expressed sincere thanks and appreciation of Reverend McLaughlin for his achievements on behalf of the church and community,

NOW, THEREFORE, BE IT RESOLVED, that the Cumberland County Board of Supervisors, through this resolution, express their high regard and profound appreciation to Reverend Leroy C. McLaughlin for his dedication and service to the congregation of New Hope Baptist Church and the citizens of Cumberland County.

Vote:	Mr. Osl - aye	Mr. White - aye
	Mr. Petty - aye	Mr. Womack - aye
	Mrs. Ross - aye	

Mr. Petty also stated that the General Assembly recently adopted a resolution encouraging local government to adopt a nuisance animal ordinance, which would address issues such as vicious dogs and barking dogs. The County Attorney will draft an ordinance for the Board's consideration.

Mr. Petty has spoken with Aaron Hickman, IT Manager about setting up areas in the County (hotspots) where laptops can be utilized with high speed internet service and he has also spoken with different business about this service.

Mr. Estes, County Attorney will further explore the legal aspects of this request.

Mr. Petty stated that he has attended several meetings with the School Board to discuss ways to build a new middle and high school complex. The Board of Supervisors and the School Board will be meeting on July 25th to discuss the financing for this project.

Mr. Petty invited organizations to participate with the upcoming Jamestown 2007 celebration.

Mr. Womack stated that he attended a breakfast meeting at the airport with Gerald Spates, Town Manager and Syd Newman, Mayor and that he and Mr. Osl attended the Heartland building dedication at Keysville.

Mr. White stated that he would like the Board of Supervisors to look at the need for more hours for the counties Recreational Director at next year's budget work sessions. The position currently only holds twenty hours per week.

Mr. White stated that the Librarian has resigned and expressed the need for benefits for this position in the future.

Mr. White stated that a meeting will be held on July 12th regarding the Flippen's Store project and he hopes that the plans can be finalized, so that an RFP can be issued.

Mr. White asked if an RFP needs to be issued this year for the Cumberland Currents and reminded departments that he needs any information for the paper by August 4, 2006.

Mr. Osl attended a meeting at the airport with discussions on economic development surrounding the airport and also attended the Heartland building dedication at Keysville.

9. Public Comments

One citizen suggested that the County consider constructing a statue on the Courthouse lawn to commemorate Cumberland's Carter Henry Harrison, who initiated the nation's first call for independence from Britain in 1776 and also suggested that Supervisors explore the options to insure a Confederate sword that used to hang in the Circuit Courtroom.

10. Additional Information

N/A

11. Adjourn

The Chairman adjourned the meeting. The next meeting will be held July 25, 2006 at 5:00 p.m. at the Luther P. Jackson Adult Education Center with the School Board.

Chairman

County Administrator