

March 10, 2022

County of Greene, Virginia

THE GREENE COUNTY BOARD OF SUPERVISORS MET ON THURSDAY, MARCH 10, 2022, BEGINNING AT 4:30 P.M. IN PERSON IN THE COUNTY ADMINISTRATION BUILDING MEETING ROOM AND BY ZOOM VIDEO COMMUNICATION

Present were: Marie Durrer, Chair
Dale Herring, Vice Chair
Steve Bowman, Member
Abbey Heflin, Member
Davis Lamb, Member

Staff present: Mark B. Taylor, County Administrator
Kim Morris, Deputy Clerk
Jim Frydl, Director of Planning and Zoning
Tracy Morris, Director of Finance

RE: AGENDA AMENDMENT

Mr. Herring recommended that we remove #3 Financial Policies Discussion from tonight's agenda as he does not feel that there will be enough time to fully discuss this. Mr. Bowman concurs. Mr. Lamb also concurs.

Upon motion by Mr. Herring, second by Mr. Bowman and unanimous roll call vote, the Board agreed to amend the agenda to remove #3 Financial Policies Discussion.

Recorded vote:	Marie Durrer	-	Yes
	Dale Herring	-	Yes
	Steve Bowman	-	Yes
	Abbey Heflin	-	Yes
	Davis Lamb	-	Yes

Motion carried.

RE: BUDGET PROCESS REVIEW & DISCUSSION

Mr. Taylor shared copies of the budget process schedule and a fiscal year calendar of Finance responsibilities with the Board. He felt they would be helpful in their discussion this evening to show that the finance schedule is very compact with our existing resources.

Mr. Lamb said that the Board has been remiss because the Board should be going through the departmental budgets and those that have a presentation should be able to make it to the Board. He does not feel that Mr. Taylor and Ms. Morris should have to do all of it. He said that the Board is to be held accountable for their decisions. Mr. Lamb also said that he had met with Jaunt today and they said that they would like to make a budget presentation to the Board at their meeting on March 22nd and he asked the Board if that would be o.k. Mr. Herring said that any Board member can make a suggestion for an agenda item to the Chair and it would then be the prerogative of the Chair to work with the County Administrator to arrange it. Ms. Durrer said that she would work with Mr. Taylor to add a presentation by Jaunt to the agenda. Mr. Taylor said that County Administration had also been contacted with that request and that he is currently working toward that schedule.

Ms. Heflin said that she is concerned about the employees that are going to end up spending extra money out of their check for the health insurance increase. She said that she spoke with Ms. Morris today in order to better understand this issue. She suggested that the Board take a closer look to see if there is a way to help the employees that will be getting less money in their checks even after the raise kicks in. Mr. Herring said that he brought that up on Tuesday night with no response as he is also concerned about this issue. He said that the employees are currently going to receive the entire 15.6% increase for health insurance and he feels the Board should discuss this. Mr. Bowman said that there are a number of new positions in the budget and perhaps we could delay hiring those for a period of time. He said that he is also concerned about the employees that will be paying more and taking home less, even with the raise. He feels that is inappropriate. Mr. Herring said the inflation rate is now at 7.9%. He said the average American will pay \$1,000 more in gas this year than last. He said that the employees did receive a \$3,000 bonus in December and the 5% increase will help employees with retirement, but it will not help with recruitment and retention. Albemarle County gave a 6% increase in December and will give another 4% increase and they are still concerned about retention of employees. Mr. Bowman said he is concerned that people will take home less money with all of the increases. He said that he was going to bring that up as well. Mr. Herring asked Ms. Morris and Mr. Taylor if the insurance rates ever go down. Ms. Morris said that she has seen them go down. He asked if the rates did decrease, would that savings be passed on to the employees. Ms. Morris said that that would be up for discussion. Mr. Taylor said that there have been a couple of years with no increase and there was one year that the rate went down. He said that this extraordinary increase was due to extraordinary claims due to Covid. There is a potential to see that rate go back down with the decrease in Covid related claims. Mr. Herring said that he thinks that the Board needs to see what it would take to hold all employees harmless, meaning they take home at least the same pay as they currently make, whether that means that there has to be an additional increase in their raise or if the Board uses Mr. Bowman's suggestion to hold off on hiring some of the new positions. Mr. Bowman said that he feels that our employees are very valuable. We've already lost at least one employee to another jurisdiction

and he feels that could be worse if we don't stay somewhat competitive. It was the consensus of the Board that this is the right thing to do.

Mr. Bowman said the document that was provided regarding the Finance fiscal year responsibilities is very good. He said that it tells him that there is a lot of work to do, but it is not the work that he's looking for. He's looking for the business intelligence analysis that's done on a strategic level. He asked Ms. Morris if she knows what the Tableau dashboard is. He said that many big companies use it as a strategic financial planning model. It projects and compares a lot of things. Mr. Bowman said that he feels that a UVA graduate intern would be able to design the templates for the Tableau dashboard. He said that what is already being done is good, but in order to plan for the future, we have to know specialized information to be able to make informed decisions for the future. This is different than what Ms. Morris does. Ms. Heflin said that there is a lot that can be done operationally, as well, and be able to compare the financials with the operation. Mr. Bowman said that he would like to look at each department, each month, starting in September. He said he wants a high-level analysis including how much money was budgeted, how much was used, what was turned back in and what it was used for. You could use that information in the long term to help with the budget process. With the growth that we are experiencing, we need a better picture of our finances so that better decisions can be made. Mr. Herring said that he agrees because he is concerned about the personal property having a big bubble this year due to the shortage of vehicles. That may not be there next year. It will be hard to project the revenue. There should be a conservative estimate over a period of time using historical data. Mr. Lamb said that when you put money away, banks don't pay anything on savings, just like if you put money in reserves, the money just sits there and does nothing. Mr. Lamb used the schools as an example. Mr. Herring said that Treasurer invests that money. Mr. Lamb said that there is currently no money invested. Mr. Bowman said that we have many capital projects coming in the future and he's not sure that we have a good financial picture of how to budget for them. Mr. Herring said that he would like to see 5 years of history and 5 years of projections at each budget. Mr. Herring said that we need to figure out what the Board's priorities are early on in the year. He would like to have a meeting with the County Administrator prior to the budget presentation so that the night of that presentation is not the first time the Board is seeing it. He would also like to have the binder information online rather than having the physical books. Mr. Bowman said that he would like to see an overview budget document which would be a written summary that ties together the Comprehensive Plan, the Board of Supervisors priorities, county issues and capital budgeting. It would verbally explain how the budget being proposed supports, enhances and moves all of those things forward. It should summarize each department, what the department does, how it accomplishes that work, new initiatives and relate what it spends to the services that are being delivered to the citizens. Mr. Lamb said that should also include a view of the needs for the upcoming five years. Mr. Bowman said that there a lot of things that need we need to be able to start planning for such as a new County Administration Building, a training facility for public safety, a new sheriff's office and water and sewer infrastructure. Mr. Herring said that this overview would also be very helpful to new Board members. Ms. Heflin said that everything that has been mentioned tonight are things that she has been thinking for months, even before she was officially sworn in as a Board member. She said that what is being presented is really needed and it will be a full-time job. She said that she is on board with all of these ideas. Mr. Herring said that we can look at other localities before July to look at this process and see how they work

through it. The more data, the better off we will be. Mr. Bowman said that we can also guide Constitutional Officers and department heads in how to capture the information that we need. Mr. Herring said that the Board must be consistent with their requests of departments.

Upon motion by Steve Bowman, second by Dale Herring and unanimous roll call vote, the Board agreed to direct the County Administrator to create a budget process plan and schedule to present to the Board at the May 10th meeting, which should include:

- A review of county priorities for the Board of Supervisors
- An evaluation of all new and existing budget initiatives as to how they further the goals stated by the Board's Strategic Plan and the Greene County Comprehensive Plan
- A review of the previous year revenues and expenses identifying past trends in order to inform future budget choices
- A projection of future revenue and expenses to guide new budget initiatives
- A plan for using any remaining funds from the current year for capital projects, new budget initiatives or financial reserves
- A list of capital projects and a funding plan for each priority
- A timeline, including public participation and comment
- A detailed list of any resources or funding needed from the BOS

Ms. Durrer asked if this would be possible by May 10th. Mr. Bowman said that it is just a plan, but we can change that date, if necessary.

Recorded vote:	Marie Durrer	-	Yes
	Dale Herring	-	Yes
	Steve Bowman	-	Yes
	Abbey Heflin	-	Yes
	Davis Lamb	-	Yes

Motion carried.

Mr. Herring asked what everyone liked about the budget cycle. Mr. Bowman asked Ms. Morris what she sees as far as options that will be available to fix the insurance issue. Mr. Taylor said that he noted that the Board desires to have a calculation done to determine what would be a necessary pay increase to hold employees harmless that would otherwise be paying more out of pocket, even despite the raise because they are buying employee + one or employee + family policies. He said that there may be more than one option. He also said that he applauds Ms. Heflin for stating that what the Board is asking for would require a full-time position. Mr. Taylor said that there is also the need to update the vintage financial system that the County is currently using. Mr. Taylor said that he would like to investigate what the full-time position would cost. Mr. Bowman said that he can make additional suggestions for that position. He said that he liked the work that went into the current budget. He said the detail is super and very specific. As a Board member, he said that he needs to be able to back out to the 30,000-foot level to be able to look at the whole, big picture. Mr. Herring said that he agrees. Mr. Herring said that he feels that it may be cheaper for the County to pick up some of the insurance increase cost, rather than a higher percentage pay raise.

Ms. Durrer said that the Board has brought forward several good ideas this evening.

RE: ADJOURN

Upon motion by Steve Bowman, second by Dale Herring and unanimous roll call vote, the Board meeting was adjourned.

Recorded vote:	Marie Durrer	-	Yes
	Dale Herring	-	Yes
	Steve Bowman	-	Yes
	Abbey Heflin	-	Yes
	Davis Lamb	-	Yes

Motion carried.



Marie Durrer, Chair
Greene County Board of Supervisors



Mark B. Taylor, Clerk
Greene County Board of Supervisors