

May 8, 2017

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 (A1, A3, A5, A7).

Mr. Truitt explained the reasons for entering Closed Session.

1. Discussion or consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; and evaluation of performance of departments or schools of public institutions of higher education where such evaluation will necessarily involve discussion of the performance of specific individuals. Any teacher shall be permitted to be present during a closed meeting in which there is a discussion or consideration of a disciplinary matter that involves the teacher and some student and the student involved in the matter is present, provided the teacher makes a written request to be present to the presiding officer of the appropriate board.

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. Hendrick lead in invocation and pledge.

(Order)

**PRESENTATION OF PLAQUE – FRED MITCHELL**

Mr. Martin told that it gives him a great deal of pleasure to welcome Mr. Fred Mitchell to the meeting today. Fred recently received the 2017 McGlothlin Award and there are awards where they just throw them out as you drive through but I have experience with the McGlothlin Award. Back several years ago, I had a young lady, first-year teacher and she was excellent then; she’s super now and I recommended her for the McGlothlin Award. The part that the principal filled out was awful but the part that the...the only thing worse than not getting it I suppose was getting it because at each

stage, Fred, don't you have tremendous paperwork and documentation and so forth? Is that right?

Mr. Mitchell replied, Yes, sir.

Mr. Martin told that Fred as he remembers, is Science, Biology, Chemistry, lord have mercy, Chemistry teacher at Carroll County High School and I can tell you from being down there once upon a time that Fred is very well respected by the staff and the students. He works very, very hard and it shows in his teaching. On behalf of the Board, I'd like to Congratulate you for getting the McGlothlin Award and I think it has a monetary award. And you have to make decisions of what you want to do with your monetary award. (Mr. Mitchell replied, "Correct, it has to be used for international travel.") Sakes alive, so would you mind telling us what your plans are?

Mr. Mitchell replied, "I'm headed to Antarctica next season. I'll travel with the National Geographic Society; travel by ship and actually go onto the continent and spend 3 weeks more or less traveling with those guys and doing a little bit of research and seeing things I've never seen."

Mr. Martin asked if we pay part of it, would you take Josh with you?

Mr. Mitchell replied, "Anybody that wants to go."

Mr. Martin ask the Vice Chair to come down and stand with me and Fred stand around here. Fred, I don't do the award justice because it is top of the line, competitive award. I mean it's... I cannot describe to the folks here how hard it is to get and what you have to achieve and what you do every day that qualifies you for this award. I'm just tickled to death that you're a Carroll County teacher. We have tremendous people but you are a tremendous, tremendous teacher. Ok and not only for Carroll County but for the state of Virginia but this isn't a state of Virginia award. It's a national award, and I'd like to present you with this and it says, The Carroll County Board of Supervisors wishes to honor Fred Mitchell, the 2017 McGlothlin Award for teaching excellence on the secondary level. Fred has overcome many handicaps, the biggest probably was in his own family because his dad's C.M. Mitchell, and that was a real fight uphill to overcome I'm sure but I just cannot tell you or describe what this award, the recipient has gone through and achieved to get this award."

(Order)

**APPROVAL OF AGENDA**

Upon motion by Mr. Hill, 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. Hendrick, seconded by Mr. Phil McCraw and passing, the Board approved the minutes of the meeting on March 28, April 10, and April 25, 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. Hendrick, seconded by Mr. Phil McCraw and passing, the Board approved the Consent Agenda pulling out B-3 from Board Approval and moving it to the 6 year rd plan discussion.

VOTES

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

(Order)

**REMOTE PARTICIPATION RESOLUTION**

Upon motion by Mr. Hendrick, seconded by Mr. Phil McCraw and passing, the Board approved the Remote Participation Resolution.

VOTES

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

(Order)

**DAY REPORTING ALLOCATION**

Upon motion by Mr. Hendrick, seconded by Mr. Phil McCraw and passing, the Board approved the Day Reporting appropriation in the amount of \$2,800.

VOTES

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

(Order)

**LEGAL FEE ALLOCATION**

Upon motion by Mr. Hendrick, seconded by Mr. Phil McCraw and passing, the Board approved the Legal Fee allocation in the amount of \$17,300. The County Attorney has been handling HR related issues for the past fiscal year.

VOTES

Mr. Hendrick Yes  
Mr. Phil McCraw Yes  
Mr. Hill Yes

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

(Order)

**NEW RIVER HIGHLANDS RC&D – HOLLY LESKO**

Mr. Martin introduced Holly Lesko with New River Highlands which covers from Montgomery, Bland, Floyd, Grayson, Carroll, Smyth, Washington and a bunch of them. He told that he has served with them for several years and they do a lot of things but you don't hear about all of the positive things. He told that they are here tonight to present a program that is in demand in a lot of other areas.

Ms. Lesko told that one of the programs is Fire Wise and it is a program that we can come in and do through a grant like clearing away from homes to prevent them burning and there is lots of opportunity. She told they also have the Ready, Set, Go Program that probably many of your firefighters know about which is educating people about responding where there is a fire and the last program is about a fire adapted communities' coalition which is the newest program that includes parts of Georgia, North Carolina and Virginia in educating and developing more fire wise communities in the region so they can seek other funding that can provide services to our volunteer firefighters. She told that they also do stream restoration, work in the agriculture area and they also do a lot of interface with counties to figure out ways we can partner together. She told that is a general setup and she's going to turn it over to Douglas.

Mr. Douglas Vincent told that the way they get started with the fire wise communities is they start assessing individual homes. He told that he comes out and assesses these homes after a homeowner requests it and after the assessment there is always work that can be done whether it be tree limbs, dead trees, they can come in and remove that with a contractor and it doesn't cost the homeowner anything. He told the only cost to the homeowner is sitting there talking to him while he does the assessment and making recommendations. He told that on the homeowners dime he may recommend that they purchase a larger more visible 911 sign, potentially not use mulch around the homes because it is a fuel bed for when a wild fire comes through. He told that they are talking about clearing vegetation away from the homes to reduce the heat source in the event of a fire. He told that how far a home is from a bank would depend on how far they would move away from home. He told that fire travels with more intensity going uphill.

Mr. Martin told that it might be someone that lives in town would be more apt to be in a fire situation and you can help those guys.

Mr. Vincent told that we can help in towns and cities. He told just because you don't have national forest right up to your property doesn't mean that you can't have a brush fire. He told that people like to build in wooded areas and there might be 5 or 10 homes that they can help. He told that there is grant money to do that. He told that this is a one time grant. He told that it is a lot of clean up. He told you are not going to prevent a wildfire but it will lessen the effect. He showed pictures from Pulaski County. He told that they have success stories as early as last spring. He told that Pulaski became a National Fire Wise Community and that brings in more grant money. He told that it is a cheap insurance policy. He told that they just need 4 or 5 houses in a community. He told they have been working on the Ready, Set, Go Program and helping the volunteer Fire Departments get involved. He told that Pulaski County has it and it helped in the planning process when they had a fire last year.

Mr. Hendrick asked what the radius is.

Mr. Vincent told that it is 50 feet off the house and another 50 feet.

Ms. Lesko told that they do driveways to.

Mr. Vincent told that the driveway is really important so the fire department can get in.

Mr. Musser told that we don't want another Gatlinburg in Carroll. He told that there are a lot of areas in the county where this could help.

Mr. Robbie McCraw told that there is a lot of concern at Chalet High. He told that at one time they had the forest service come in and set them up boundaries and they have a home owners association and he can get you that information.

Mr. Martin told that the program is nice from the stand point that you are not in competition with the fire department.

(Order)

**BRCEDA – KATHERINE ASBURY**

Ms. Asbury told that it is her pleasure to be here today to introduce herself and to present you with an update on recent events and accomplishments and to share some of her recent activity as the organizations new Executive Director. She told that some of you she has met already, she is a Wytheville native and spent some time in the Twin Counties while working for WCC in the student services department. She told that most recently she worked as a consultant in Washington assisting the Federal Emergency Management Agency in their public outreach efforts. She told that she is thrilled to return to Southwest Virginia and during her three months serving as Director of BRCEDA she has traveled to each of the three jurisdictions and she has been reminded of why she chose this area as her home, people are friendly despite she is a UVA grad in Hokie territory, the mountains are beautiful and she doesn't have to pay for parking. She told that she would like to share some milestones for Wildwood Commerce Park over the past year. She told that there is a handout that shows they earned Site Certification through AEP's quality site certification program. She told that Wildwood also achieved Tier 4 Business Ready Site Status and is only one site to achieve that status in the Commonwealth of Virginia. She told the access road was completed last summer and street lights and an entrance sign were added. She told that same summer BRCEDA organized a road dedication ceremony and named the road Maynard Drive in memory and honor of Mr. Mike Maynard. She told that there is a picture of the Wildwood Commerce Park sign and it was completed in the fall of 2016 and provides a beautiful entrance to the park. She told that BRCEDA also houses the Small Business Development Center and she wants to highlight some of their accomplishments. She told that over the past 4 years they have assisted 585 clients, performed over 2700 counseling hours to help with small business in the area attract over \$8 million in capital and 291 jobs. She told that Mandy Archer, the SBDC Director has provided you with copies of the Small Business Profiles Magazine. She told that there is a success story in there from Carroll County. She told that they are beginning a water and wastewater expansion upgrade which will increase wastewater capacity, this project is funded by the Tobacco Commission grant funds and we anticipate beginning construction this summer. She told that she attended Economic Development Council Event in Atlanta last month. She told that it was an opportunity for Economic Developers to network with Site Location Consultants and other industry professionals. She told that 3 panel presentations were focused on advanced manufacturing, food processing and distribution centers which are some of the industries that we are targeting for Wildwood. She told that it was an excellent opportunity to gain marketing skills and to get some face time with those consultants. She told that one of BRCEDA's partners is VEDP and she will be reaching out to their staff regularly to promote Wildwood. She told that she has thoroughly enjoyed her time in this role so far and looks forward to working with everyone in the future.

Mr. Hendrick asked what the three sectors that we are marketing Wildwood for.

Ms. Asbury told that were specific to that event were advanced manufacturing, food processing and distribution centers. She told that they have also targeted wood products and textile products.

(Order)

**ADOPT AND APPROPRIATE SCHOOL BUDGET**

Upon motion by Mr. Hill, seconded by Mr. Hendrick and passing, the Board approved and appropriated \$42,917,007 for General Funds.

Mr. Martin told that he would point out that Rex and Josh were on the budget committee that worked with the School Board on the numbers.

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. Hill, seconded by Mr. Hendrick and passing, the Board approved and appropriated \$4,729,422 for Debt Service.

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. Hill, seconded by Mr. Robbie McCraw and passing, the Board approved and appropriated \$2,903,432 for Food Service.

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. Hill, seconded by Mr. Robbie McCraw and passing, the Board approved and appropriated \$400,500 for Text book funds.

VOTES

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

(Order)

**PUBLIC HEARING – PROPOSED BUDGET/TAX RATES**

Mr. Martin opened the Public Hearing at 6:35 p.m. and told the purpose.

Mr. Donnie Spangler told that he is the current chief at Hillsville Fire Department and he wants to thank the Board, the County Administrator and the Assistant County Administrator for the work they have done to bring us all together and a special effort on the budget that you are getting ready to discuss. He told that later on you would be talking about the Fire Committee and if there is any questions on that he would be glad to answer.

Mr. Martin told that things seem to be working about as well as it ever has.

Mr. Spangler told that these guys can contest that we have probably worked the best in the last 5 years that we have ever worked. He told that the Emergency Service Coordinator has done a fine job trying to help bring us together.

Mr. Martin told that we appreciate the work you and your department do.

Mr. Hill told that since we are asking for a committee to be formed is it for fire.

Mr. Spangler replied yes.

Mr. Hill told that at one time it was both.

Mr. Spangler told that they would like to go back to having an actual fire board.\

Mr. Phil McCraw asked what they would like the board to consist of.

Mr. Spangler replied the Chiefs, a representative from the Board and the Emergency Service Coordinator.

Mr.. Jimmy Alderman told that one of the things he thinks would help the county, we have worked on this before. He told that he worked on the budget for 17 years. He told that he would like to see us offer door to door trash pickup and create a recreational facility at Woodlawn School similar to Randolph Park in Dublin. He told that if you drive down the road the first thing you are going to see is a trash bag sitting on the side of the road. He told the Sheriff's Department ain't got time to handle stuff like that. He told that he feels like the county can offer that to all residents of the county without raising taxes. He told that it would take some work getting it organized and maybe even working with Grayson County or doing an RFP with some of the trash pickup and maybe get it started mid year. He told that if we get that offered he thinks we can get more industry in here. He told another thing is Woodlawn School build something like Randolph and maybe Results would like to expand and that would bring in more jobs to the county. He told that he knows its not something you can start overnight so you would have to have engineering services on it. He told that he has heard there may be a possibility of Va. Tech helping with engineering services. He told another option would be to make it available to church's and other groups to use. He told that once the engineering report come in the county could look at a rural development loan to pay for this, anything to prevent from raising taxes.

Mr. Martin closed the Public Hearing at 6:43 p.m.

(Order)

### **SIX YEAR ROAD PLAN**

Mr. Hendrick told that section 3 item b was Flint Hill and he discussed this with Mr. Truitt and it basically stemmed from a citizen request and currently the latest traffic data that route does not meet minimum traffic count. He told that he would recommend that it not be placed on there because it is not eligible for any of the unpaved road funds.

Mr. Martin asked if that was in the Laurel Fork district.

Mr. Hendrick told that it is Cana.

Mr. Phil McCraw asked how long it has been since they did the survey.

Mr. Hendrick told that it was 2016 and there is a note for a recount. He told that the requirements are that it has to have 50 per day. He told that a new route, item number 8, Mulberry Lane, he told that he knows why it looks like this because we had VDOT rank by traffic county with the caveat that anything added would go to the end of the list is what he thought we left it as. He told that his preference is to take Mulberry and put it on the end. He told that for years they were put on with no rhyme or reason and then we said put on by traffic count and everything else goes on the tail. He told that the recommendation is per traffic count.

Mr. Phil McCraw told that he likes Mulberry where it is. He told that the main thing is its left on this list.

Mr. Martin told to muddy the water a little bit, he met with Lisa Hughes and Dan Huff. He told that they have more money than they thought they would get.

Mr. Hendrick asked for what.

Mr. Martin told to add to the 6 year plan and that is why they were able to include all the things that legitimately met the need. He told that they estimated that they could do up to a mile and a half of surface treatment provided that the road was in good shape to do surface treatment to start with. He told that they recommended the road that comes up through the Industrial Park be surface treated to the connection of Bronco Rd.

Mr. Hendrick told that is not on the list.

Mr. Martin told that it is not. He told that he didn't have the authority to say yes so he is presenting it to you tonight.

Upon motion by Mr. Phil McCraw, seconded by Mr. Robbie McCraw and passing, the Board approved the 6 year road plan as presented.

Mr. Martin told that Mr. Hendrick presented that one of the roads on here has a count of 30 vehicles.

Mr. Phil McCraw told that is not on here, it was just proposed.

Dr. Littrell told that he is still confused about what Mr. Martin was talking about.

Mr. Hendrick told that does not affect the current 6 year road plan.

VOTES

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

(Order)

**COMMITTEE APPOINTMENTS**

Upon motion by Mr. Hill, seconded by Mr. Robbie McCraw and passing, the Board approved to table the IDA appointment for one more month.

Mr. Hendrick asked what the reason for tabling is.

Mr. Hill told that he has another person interested.

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. Hendrick, seconded by Mr. Hill and passing, the Board appointed Shelby Puckett to the 175<sup>th</sup> Birthday Committee.

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

Upon motion by Mr. Phil McCraw, seconded by Mr. Hendrick and passing, the Board appointed Mr. Robbie McCraw as the alternate to BRCEDA.

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

(Order)

**FIRE COMMITTEE DISCUSSION**

Mr. Martin told that your recommendation was to reformulate the Fire Committee.

Mr. Hendrick told we never had a Fire Committee.

Mr. Robbie McCraw told that they have a Chief's meeting.

Mr. Donnie Spangler told that they have a chief's meeting right now with the Emergency Services Director. He told that before the ESB was established we actually had a Fire Board and that is what they would like to do. He told that knowing some of the budget issues it would be beneficial.

Mr. Robbie McCraw told that basically you are wanting the three Chief's, Everett and a member from the board to meet quarterly.

Mr. Hendrick asked what powers this committee would have.

Mr. Robbie McCraw told that he thinks it is just a voice.

Mr. Hendrick told that ESB had control of membership, for example.

Mr. Lineberry told that he thinks what the Fire Chief's are wanting is to formalize the committee that we do quarterly and adding a Board member so that the Board knows what is going on. He told that currently we meet and make recommendations.

Mr. Phil McCraw asked if you are wanting a Board member on it so he can be a liaison.

Mr. Lineberry told that is the idea.

Mr. Durbin told that if you form a committee it is advisory.

Mr. Lineberry told that is what he believes, it would be an advisory.

Mr. Robbie McCraw told that current committee has no powers.

Mr. Lineberry told that is correct.

Mr. Hendrick asked if it would just be formalizing what you are already doing and adding one of us to it.

Mr. Lineberry replied basically.

Mr. Hill told that at one time we had a fire and EMS board that had certain authorities and was adopted by the Board many years ago and then it was deleted.

Mr. Lineberry told that he is not exactly sure.

Mr. Robbie McCraw likes the idea of it being an advisory board.

Upon motion by Mr. Phil McCraw, seconded by Mr. Robbie McCraw and passing, the Board approved to set the Advisory Board up, consisting of the three chief's, Emergency Services Coordinator and a Board member.

#### VOTES

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

Mr. Hendrick asked if this would be a good place to put the Fire Apparatus CIP, I know you all have been working on it. He told that it would be good to get input from the folks who actually use it.

Mr. Lineberry told that has been the focus of the Chief's meeting in the last few months.

Mr. Phil McCraw asked if this will take the place of the Chief's meeting.

Mr. Lineberry replied yes. He told that apparatus replacement plan is something they are in the process of working on and should finalize that within the next 30 days.

Mr. Phil McCraw asked if there is a Board member interested in serving.

Mr. Robbie McCraw asked when they meet.

Mr. Lineberry told that meet the first Wednesday every third month.

Mr. Robbie McCraw told that he can do that.

Mr. Phil McCraw made a motion to appoint Mr. Robbie McCraw to the advisory committee.

Mr. Robbie McCraw told that he has a heart for these guys and he was a part of this department a long time ago.

Mr. Martin told that he would be glad to serve as an alternate.

Mr. Phil McCraw told that he will amend his motion to include Mr. Martin as an alternate.

Upon motion by Mr. Phil McCraw, seconded by Mr. Hendrick and passing, the Board appointed Mr. Robbie McCraw to the Fire Advisory Committee and Mr. Martin as an alternate.

VOTES

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

Mr. Hendrick asked the status of the Laurel Fork truck.

Mr. Lineberry told that they are ready to select a vendor.

Mr. Hendrick asked if there are anymore expected delays.

Ms. Cannon told no rebidding but the selection check list once completed needs to be sent to USDA.

Mr. Lineberry told that the vendor that they chose is not the lowest bid, however it meets their specifications better. He told that they will fill out forms for justification.

(Order)

**SIDNA ALLEN HOUSE**

Mr. Martin told that he ran into Mr. Carpenter who was here last time and his understanding was he and Mark Harmon were going to try to attend. He told if you remember their request was for \$50,000 to continue the house. He told that what he said to them was from his understanding from a few of the supervisors was that it seemed that we needed a plan as far as what they wanted to do. He told that Mr. Carpenter said that the reason it got kicked into high gear was because the grant that they had was running out. He said that they were prepared to offer a more concrete proposal as far as what was needed.

(Order)

**CITIZENS TIME**

Ms. Layla Cox told that she wanted to talk to the Board about the delinquent personal property tax. She told that she read the article in the paper on that and it seems to her that we do not collect the personal property taxes. She told that she would like to give you a few ideas. She told that she knows there are extra jail costs this year and we have back personal property taxes and if able to collect them it could pay for that. She told that we need to be more aggressive in collection efforts. She told that the article suggested that there was a mechanism for delinquent tax collection in 2017 but it was not utilized and she wonders why it was not utilized. She told that if it is a good program we need to utilize it. She told that we need to collect these back taxes for the benefit of all citizens. She told we need to get the program implemented. She told that the collection of back taxes is the biggest reason at the end of the year does not match the beginning so we need to do something about it. She told that we need to look at successful counties and cities and ask ourselves how are they doing it. She told that we need to make collection of back taxes a priority for helping us to balance the budget instead of adding other taxes to citizens who do pay. She told that is only fair to see if we can collect these taxes and we need to think outside of the box. She told that if you keeping doing things as you have in the past you will get the very same results and our results have not been good. She asked you to consider changing things and looking at other counties and lets see if we can't get these taxes paid.

Mr. Martin told that is one of the best reports that has been given to the Board in a long time. He told that we have spent hours and hours on that subject and you hit on everything that is a concern. He told that we have to have so much money to operate and if people don't pay their taxes what happens is the ones that pay have to pay more. He told if you don't pay your taxes for 20 years it just drops off. He told if Nikki or anyone else wants to comment jump in. He told that we have collected some taxes last year.

Ms. Cannon told that we have collected to date more this year than we did last year, she thinks that is an accurate statement.

Mr. Martin asked if it is up to the Board of Supervisors to say we want to collect it and it gets collected.

Mr. Phil McCraw told no it is not, unfortunately.

Mr. Hendrick told that he will speak on behalf of the budget committee. He told that we have specifically targeted delinquent taxes, both personal property and real estate to bridge the gap so to speak in our budget. He told if you look over the last three years you will see a more aggressive budget number and that is met with more aggressive effort. He told that is done in cooperation with Bonita and the Treasurer's Office. He told without Bonita's diligence we would have zero just so everybody is aware. He told the Board has no power to collect or to force the hand of the Treasurer but we do encourage it and have a good relationship with Bonita and our budget numbers reflect that as they have become more aggressive and will continue to do so until delinquent taxes is as close to zero as we can get it. He told that he does appreciate your comments and he is surprised that we don't have more people comment on the subject. He told that he has heard more Board members complain about it in his six years on the Board than he has citizens which is odd because there is only six of us. He told he does appreciate your comments and attention to detail.

Dr. Littrell told that you contacted my office this morning and he appreciates you taking the time to come here. He told that it is a serious situation to get those collected. He told that you are very eloquent and he appreciates it and he hopes the press will make note of what you said and get some headlines so we can get something stirred up.

Ms. Cox told that she is not interested in getting headlines.

Dr. Littrell told that he doesn't mean you he means the problem.

Mr. Phil McCraw told that he appreciates it and hopes our press will make note of what she said, we need the word out.

Mr. Martin told that it is a good time to turn to our legal counsel, what in the dickens can we do.

Mr. Durbin told that the Treasurer determines what accounts are to be turned over to his office for collection.

Mr. Martin told that was done in the past.

Ms. Cox asked if that was a successful method.

Ms. Cannon replied that it was.

Ms. Cox asked when the last time that was tried.

Ms. Cannon replied 2013 she believes.

Mr. Durbin told they stand ready to assist.

Mr. Martin told that we are limited on what we can do like to force the Sheriff to do something or other Constitutional Offices.

Mr. Phil McCraw told that the Board of Supervisors doesn't have any control over any of the Constitutional Officers.

Mr. Durbin told that is correct.

Ms. Cox told that if there is anything you can do to try to improve it she would certainly appreciate it.

Mr. Phil McCraw told that we will certainly try. He told that we have worked on it in the past.

(Order)

### **SUPERVISORS TIME**

Mr. Hendrick told that he appreciates everyone being here and it is good to see the fire folks. He told that he appreciates what they do.

Mr. Phil McCraw thanked the fire personnel for coming out and told that they have a thankless job. He told that he is glad that they are able to work with Everett and Robbie on the Fire Committee.

Mr. Hill thanked Fire, EMS and Law Enforcement. He told that we can't do without them.

Mr. Robbie McCraw told that he appreciates everyone coming out. He told that he is thankful for what you do and it is a thankless endeavor. He told that Firefighter 1 takes about 180 hours and that is all volunteer time. He told that it is the same way with the Rescue Squads, there is training and its becoming so overwhelming. He told that he had a citizen contact him and asked if Administration would write a letter to Morgan Griffith's office. He told that he lives in Chilet High and right in front of one of the overlooks on the parkway. He told that the Park Service came in and cut down all the trees in front of the overlook so people could see and they just left it piled up and he feels like it has created a fire hazard. He told that he would like us to respond to Morgan Griffith's Office. He told that the citizen went up and talked to them about cleaning it up and they pretty much told him that they said they didn't have funds to clean it up and it would be left like that. He told that it is pretty close to his house and could create a major fire hazard.

Mr. Hendrick told that it would be reasonable for staff to look into it and if agreeable he can assist this individual getting in touch with Morgan Griffith's Office with a letter on our behalf with Steves signature as Administrator or Bob's as Chairman or both. He told that he doesn't think it requires a motion.

Dr. Littrell told that it has been a good and interesting meeting tonight and we have covered a lot of subjects. He told that he is particularly thankful for our first responders and our volunteers. It takes a lot of time away from families. He told that he thanks Ms. Cox for putting a spot light and things that have been a problem for quite some time.

Mr. Martin told that he will bring up a couple of things. He told that in the past the Carroll County Board has supported Fries YMCA with an amount of \$5000 per year to give Carroll citizens on the far end of Sulphur Springs the use of the facilities there. He told that he would like to bring it to the Boards attention that the Wellness Center is a non-profit organization and they provide free swimming classes to all 4<sup>th</sup> grade students in the County. He told that several schools have started swim teams and they meet at the Wellness Center at no charge and he would like consideration of making a donation to the Wellness Center. He told that it doesn't have to be done tonight he is willing to bring it up again. He told the next thing is several years ago when Gary Larrowe was the Administrator and all but Rex and Robbie were sitting here, he introduced a way of evaluating employees by the Administrative staff in the County Administrators Office which if it were very positive evaluation those people could receive a substantial

performance and cost of living increase. He told that the Board wrestled with that thing a couple of Board meetings and several hours and it was one of those things that it could work well but it's possible that it wouldn't work well. He told that the thinking behind it was if you had employees that were doing just a bang up job and so forth that they could receive a performance increase in their pay. He told that the reason we considered it was the Board in the past up to that point handled all the pay increases or non-pay increases and it had worked well and at times it didn't work well. He told that he made the motion at that time that we go with the new performance and compensation cost of living evaluations for general county employees and the motion passed, we thought we would take a look at it and frankly I have been less than enthused and satisfied with it, it has worked well at times and at times he has felt uncomfortable with it and for that reason he made a motion to suspend all pay for performance and cost of living increases for general county employees. He told the way it is done currently and we go back to the entire Board wrestling with this and coming to a decision. He told that you notice his motion didn't have a date in it and he is more than willing to incorporate that into a motion depending on the thoughts of the Board. He told that is his motion that we go back to the entire Board looking at cost of living and performance pay increases rather than the County Administrator's Office.

Mr. Hendrick to that he guesses that we are open for discussion.

Mr. Martin told that Josh, you were there.

Mr. Hendrick told that if it's the, he is trying to think back. He told you are talking about the Compensation Study.

Mr. Martin replied yes.

Mr. Hendrick told that was before he and Phil got on here.

Mr. Martin told that yall were on the Board when I was when this came up.

Mr. Hendrick told that any rate are you suggesting that we as a Board review each and every pay raise.

Mr. Martin replied yes for county employees or groups of them.

Mr. Phil McCraw told that he couldn't agree with that.

Mr. Hendrick told that the motion that I thought you was talking about you made some years ago was when power to fire and hire was delegated to the County Administrator. He told that he thinks that was in 2007. He told with your motion you are suggesting that the Board review each whether it is a merit raise or promotion.

Mr. Martin replied right.

Mr. Phil McCraw asked line by line, person by person individually.

Mr. Hendrick told that his question would be now we don't approve each one individually, we approve them as a group because we approved the Comp study and we are still operating under it and the budget as presented to the budget committee then presented to the Board includes the active Comp study that we are operating under. He told that we did slightly adjust the percentages this year. He told that was not described in a large amount of detail but basically the top tier is 4% then there was a potential of having a cost of living increase as well. He told that currently what we agreed on was 3% with zero cost of living and the merit score system was adjusted down from what it was.

Mr. Truitt told that we are managing the total to get to the target of 2% and that is based on actual observation by the people that are supervising. He told that everybody can't be above average. He told that it is designed to be a bell curve. He told that are a couple different issues here to be considered. He told that one issue is how much do you

want to spend, another is how much supervision do you want over the process. He told that a third consideration is we need to use whether it's the mechanism that is place now or some other. He told that you need a professionally managed way of reviewing and managing your HR practices so that if it comes to a point that someone wants to allege that they have not been treated fairly we can demonstrate that they have been because we treat them all the same through a documented written process that is a profession HR process. He told that it doesn't have to be exactly the one we have now but he would not recommend a process that is purely a vote by committee regardless of who is on it.

Mr. Robbie McCraw told that he will just say his thoughts behind this and looking at the proposed budget he feels like there is some compensation increases that are really not warranted in this budget.

Mr. Truitt asked if he meant for individual people.

Mr. Robbie McCraw replied yes or individual departments, let's put it that way.

Mr. Truitt asked if he is talking about the constitutionals.

Mr. Robbie McCraw replied no sir, he is talking about our county general.

Mr. Truitt asked if he though 2% is not warranted.

Mr. Robbie McCraw told that he is thinking that someone getting a \$3400 a year raise is not warranted.

Mr. Hill told that if we take just one aspect, the PSA recently increased the water rate and that is going to bring in about \$30,000. He told the budgeted amount for pay raises is \$25,000 so you eat up your water rate immediately and that is just one aspect of it. He told that he thinks we should he knows at one time there was a personnel policy committee and it is supposed to be a standing committee but nobody has been appointed to it.

Mr. Martin told that he brings it up because we wrestled with it when the motion was made and he made it and it passed. He told that if you have ice in your left hand and a hot poker in the right it don't mean it's 72 degrees in the middle. He told that he just wanted to know how the Board felt and where they stand on it.

Dr. Littrell told that he thinks it is a bad idea. He told that he doesn't think anybody knows the people better than the administration and their own supervisors. He told that he doesn't want to be the one to judge who gets what because he doesn't work with them everyday.

Mr. Hill told that he doesn't think it is an individual. What he is looking at is the total salary increases not individual.

Dr. Littrell told that the motion is individual.

Mr. Phil McCraw told that his comments are he thinks Steve Truitt has made an excellent point. He told that we have a County Administrator and an Assistant whom I think we all put our trust in and we feel like will do the job that we have hired them to do. He told that we have also appointed two members to our budget committee who we all have great confidence in and he feels like due to those two facts alone he doesn't think that we need to go down individual by individual because chances are I will know one and Rex won't, Josh might, Robbie might or might not, Tom might and Bob won't. He told that we know nothing, our staff is here every day and our County Administrator and Assistant work close with these people every day. He told that he is not saying we don't know them but he will also submit that knowing someone doesn't mean that I know what kind of job they do because he is not hands on enough with that particular part of the governmental process. He told that he feels like we need to refer anything to our budget committee and let them work on getting these things cut back if they need to be. He told

that they can work with staff and come up with some ideas and that would be his suggestion.

Mr. Truitt told that the only other thing he would point out is nothing happens with salaries unless the Board have approved it so we can come with how ever many ridiculous raises that we want. He told that the more important number is the overall number, He told are we making goals for this county and what is this staff accomplishing for what we are paying them and is the total amount that we are paying them out of line. He told that there are a couple other moving parts even when you are managing it, it isn't just fire in the left hand and ice in the right coming out at 72, we actually want it to come out at about 70.5 by handling attrition. He told that you don't replace someone who has been there 27 years with what that person was making. He told that it gets managed into an overall number. He told as far as oversight on fairness, no one believes more than he does that there shouldn't be the County Administrator, the Chairman of the Board or any other one person or group of people he doesn't think should be determining raises for individuals. He told that it should be based on documented performance against goals that we should be laying out at the beginning of the year. He told that we need to get better at that. He told at the end of the day if we are spending too much, don't fund us.

Mr. Martin told at this time he will withdraw his motion. He told that he accomplished what he wanted to know and that is it is not hot and is not cold and everything has good and bad to it. He told that he really want the best for the county and the citizens as everybody on this Board does but sometimes you just scratch your head trying to get a handle on what is the best. He told that he made the motion several years ago and he just wanted to review and get input.

Mr. Hill told that he would like to make a motion to appoint Dr. Littrell and Mr. Martin and someone else that you choose to a standing committee Personnel Policy under 16-11 to study general compensation for county employees.

Mr. Martin replied so Dr. Littrell, myself and whoever I choose to go to a personnel policy review committee.

Mr. Robbie McCraw seconded the motion.

Mr. Hendrick told that he would like to get Mr. Durbin's opinion.

Mr. Phil McCraw asked if this is something that is done in a lot of counties.

Mr. Robbie McCraw told that it was in this county.

Mr. Durbin told that so far as it is a general review and making recommendations to the Board on personnel policies, not specific he would defer to the HR professions to the specific policies. He told that he would be happy to advise as well if there are specific policies but there is nothing that says you can't have a committee to study how we are managing personnel if that is the intended function. He told that you can study the issue and make recommendations to the Board.

Mr. Hill told that it is in our county code that it is a standing committee; personnel was one of them and there was one other. He told that we have never appointed anyone and that is what he was doing.

Mr. Martin responded Dr. Littrell, myself and another employee.

Mr. Robbie McCraw asked another member of the Board or someone else.

Mr. Hendrick told that it would have to be by whatever the code is.

Mr. Phil McCraw asked what the code says.

Mr. Martin told that he also thinks that Ms. Dalton is a very competent person and he would like to see her on the committee.

Mr. Truitt told that she is an excellent resource but he would also recommend maybe someone from the budget committee since that is part of the issue.

Mr. Durbin told that he doesn't think you need to appoint Ms. Dalton.

Mr. Hill told that if it is a standing committee he thinks it would have to be a Board member.

Mr. Durbin told that he doesn't quiet follow the appointment of a person later.

Mr. Martin told frankly he is sitting here thinking we are going to have to advertise a meeting with three of us.

Mr. Hendrick told that you will have to advertise a meeting anyway because 2 makes a quorum on a committee if you have 3 on it.

Mr. Durbin told that if you want to form a committee you will still have to follow the freedom of information act. He told that if you want to make an appointment to a standing committee you can do that but he thinks you need to name members in the motion. He told that you can name two tonight and name another person later, but he would suggest changing the motion.

Mr. Hill told that his intent was it would be whoever the Chairman chose.

Mr. Martin told that he knows Josh has worked in personnel and so has Rex and asked if either one of them would like to volunteer. He told that he sees us meeting in the evening.

Mr. Hill told that his preference would be someone outside of the budget committee. He told that we look at the numbers, we see them.

Mr. Hendrick told that he is confused as to what the committee is supposed to be doing.

Mr. Phil McCraw told that he is confused himself.

Mr. Hendrick told that he understands that it is a personnel committee but what does the committee do.

Ms. Cannon read the Personnel Policy Committee shall develop and monitor compliance with the personnel policies adopted by the Board and recommend to the Board such changes in those policies as may seem advisable from time to time. It shall also assume responsibility for the initial performance evaluation for the Boards Executive Director and present the evaluation for full action to the full Board.

Mr. Hendrick asked if it states members or how many.

Dr. Littrell told that it seems at one time we had three standing committees of two each, budget, personnel and he can't remember the third one.

Ms. Cannon told it was the Planning and Evaluation Committee.

Mr. Martin asked if we would be better served to decide tonight or table until next meeting.

Mr. Hill told that he called for question.

Mr. Hendrick asked for the motion to be restated.

Mr. Hill made a motion to appoint Mr. Martin and Dr. Littrell and one person appointed by the Chairman to the standing Personnel Policy Committee under section 16.11 to study County General Compensation.

Mr. Martin told that Robbie seconded it.

Mr. Durbin told that he does have some concerns about delegating the authority to name a third member to the Chairman. He told that probably should be appointed by the full Board at a later time.

Mr. Hill told that he will amend the motion to remove that.

Mr. Martin told that the County Administrator needs to be on the committee.

Mr. Hill told that he will amend his motion.

Mr. Robbie McCraw told that he will amend his second.

Upon motion by Mr. Hill, seconded by Mr. Robbie McCraw and passing, the Board approved to appoint Dr. Littrell and Mr. Martin to the standing Personnel Policy Committee.

VOTES

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

(Order)

**ADJOURNMENT**

The Chairman adjourned the meeting.

(Order)

\_\_\_\_\_  
Chairman

\_\_\_\_\_  
Clerk