

At a regular meeting of the Board of Supervisors, Alleghany County, Virginia held on Tuesday, March 1, 2022 at 7:00 p.m. in the Alleghany County Governmental Complex, Covington, Virginia, thereof:

PRESENT: G. Matt Garten, Chairman
James M. Griffith, Vice-Chairman
Stephen A. Bennett
Shannon P. Cox
Gregory A. Dodd
Ronald S. Goings
Cletus W. Nicely

and Peter M. Huber, Interim County Administrator
Suzanne Adcock-Nicely, Director of Finance
Ryan D. Muterspaugh, Director of Public Safety
Jim Guynn, County Attorney
Melissa A. Munsey, Deputy Clerk to the Board

CALL TO ORDER:

The Chairman called the regular meeting to order. Mrs. Cox gave the invocation and the audience remained standing for the Pledge of Allegiance.

Mr. Garten stated that a discussion on "other personnel matters" is being added to the Closed Meeting.

MINUTES:

Hearing no corrections or deletions, the Chairman declared the following minutes approved as submitted: (1) a regular meeting held on February 1, 2022; (2) an adjourned meeting held on February 8, 2022; and (3) an adjourned meeting held on February 25, 2022.

PUBLIC COMMENT (5 MINUTE TIME LIMIT):

Mr. Rob Fridley, 449 Winding Way, spoke in support of the petition by Mr. Kevin Hazelwood to abandon a portion of River Road which will be discussed later in the meeting.

Mr. Dale Kincaid, 462 Winding Way, also spoke in support of the petition by Mr. Hazelwood.

Mr. Roger Muterspaugh, President of the Alleghany United Fire and Rescue Association, read the following prepared statement which is a part of the records of this meeting:

Good evening,

I'm Roger Muterspaugh, President of the Alleghany United Fire and Rescue Association, and I come to you tonight as one voice representing all Alleghany County departments.

I would like to start by thanking you for the continued support and funding provided by Alleghany County. Without it, we would not be able to survive.

We, as an association, would like to take a few minutes to update you on the current status of emergency services in Alleghany County. There are 7 fire departments, 5 rescue squads, and 3 first responder agencies running out of 10 stations or substations serving Alleghany County. This does not include Covington Fire Department, Rescue Squad, or EMS.

Over the past 20 years we have faced many challenges in retaining certified personnel. The following are but a few:

- *Increase in number of calls*
- *Increase in average age providers*
- *Increased state requirements on providers and agencies*
- *Increase in turn around time running calls due to mandates*
- *Decrease in volunteerism, as with the rest of the country*
- *Increase in operational costs (fuel, equipment, supplies, training)*
- *Decrease in employers willing to be lenient to workers volunteering*

On the other side, we have taken many steps to improve the services we provide:

- *Added 1 Rescue Squad/Transport Agency*
- *Added 2 First Responder agencies*
- *Developed automatic mutual aid response protocols*
- *Broadened membership boundaries*
- *Agencies are paying for more training to maintain provider certifications*
- *Agencies are sponsoring more training opportunities*
- *Membership drives through public events*

All of this in addition to daily or weekly activities that must be performed to maintain readiness of the agencies

and individual providers.

We, as an association and as individual agencies, are continuing to explore and implement ideas that will improve and sustain our services. The bad part is there is not a huge well of dedicated and willing folks out there to draw from. Therefore, we feel it is our responsibility to keep you informed of the struggles we are facing.

We are in no way saying we can not do what needs done. We are saying it is getting increasingly difficult at times to provide services that all citizens of Alleghany County need and deserve. We will continue to keep you abreast of this situation and look forward to working with you to address our concerns.

Thank you for your time and attention to our concerns.

MS. SUSAN HAMMOND, VDOT RESIDENT ENGINEER - VIRGINIA DEPARTMENT OF TRANSPORTATION UPDATE:

Ms. Susan Hammond, VDOT Resident Engineer, gave an update on the following VDOT activities:

Maintenance

- *County-wide tree and debris cleanup.*
- *County-wide pothole patching including Rt. 159 (on the paving schedule this year).*
- *County-wide clearing of low hanging limbs/brush from storms.*
- *Boom axing Rt. 770 beginning at Rt. 850.*
- *Adding stone and grading gravel roads County-wide (including Hoke Hill - more work to be done in the spring).*
- *Bridge painting on I-64 between Longdale and Low Moor from April to end of August.*

Other

- *Staunton District Six Year Plan public hearing will be held in person at the Blue Ridge Community College on May 9, 2022 beginning at 4 p.m.*

Mr. Griffith stated that on Rt. 60 from Westwood to Covington that there is a guardrail at the "S" turns where there have been several accidents. He commented that the guardrail needs to be changed or moved up higher as vehicles are hitting the end of it in accidents.

Mr. Bennett thanked Ms. Hammond for the guardrail that was fixed near the box culvert that was put in on Rich Patch Road at the church. He mentioned that the last treatment put on the interstate was a good job. He asked if it was to seal the road or due to the water runoff. Ms. Hammond replied that it will be repaved, but was prep work in advance to help with settling water.

Mrs. Cox stated that trees are hanging over the road before Eagle's Nest and some are in the utility lines. Ms. Hammond replied that they will contact the utility company.

Mrs. Cox stated that over the last two months that rocks are coming off the bluff at Chipper Arritt's and Armentrout Road and something needs to be done with the bank. She commented that a safety study was mentioned.

Mr. Garten commented regarding the Rt. 220 highwall and that the material is larger that is coming down. He commented that fencing or something is needed and he is getting more comments from people.

TABLE DISCUSSION ON NEW COUNTY LOGO OPTIONS:

Mr. Griffith asked that discussion on the new County logo options be tabled until a new County Administrator is on board.

On motion of Mr. Griffith, seconded by Mr. Nicely, that discussions on the new County logo options be tabled until a new County Administrator is on board.

Unanimously adopted by the following roll call vote:

Stephen A. Bennett	Yes
Shannon P. Cox	Yes
Gregory A. Dodd	Yes
Ronald S. Goings	Yes
Cletus W. Nicely	Yes
James M. Griffith	Yes
G. Matt Garten	Yes

MR. CORBIN STONE, ROBINSON FARMER COX ASSOCIATES - PRESENTATION OF THE COUNTY AUDIT FOR THE YEAR ENDING JUNE 30, 2021:

Mr. Corbin Stone, Robinson Farmer Cox Associates, stated that the Board has a copy of the audit for year ending June 30, 2021, as well as a presentation in the agenda packet. He mentioned that the audit went well with all departments and they did not have a problem getting information needed. He commented that there were two findings regarding adjusting entries and reconciling the Special Welfare fund. He reviewed the presentation which included: (1) a chart showing a comparison of the General Fund from 6/30/12 to 6/30/21 (shows annualized growth rates with total revenues having a 2.84 growth and expenditures a 2.46% growth) and a fund balance of \$13,796,059 which includes unspent bond proceeds of \$7,414,390, \$3,007,999, \$1,974,276, and \$382,083 at the end of 2018, 2019, 2020, and 2021 respectively; (2) a graph showing general fund revenues by fiscal year; (3) a graph showing general fund expenditures by fiscal year; (4) a chart showing a comparison of the School Operating Fund from 6/30/12 to 6/30/21 (shows annualized growth rates with total revenues having a 1.06% decrease and expenditures a 1.32% decrease) and a fund balance of \$5,238,183; (5) a graph showing school fund revenues by fiscal year; (6) a graph showing school fund expenditures by fiscal year; (7) a chart showing a summary of original tax assessments (total annualized growth rate of 0.83%); (8) a chart showing select financial data (general fund balance of \$13,413,976 and a debt per capita of \$3,599.24 with the State's debt per capita \$6,198.00); (9) letter on governance with adjusting entries; (10) audit recommendations memo; (11) handout on "Locality Funding Under the American Rescue Plan Act"; and (12) GASB changes. He commented that he is impressed with the County having an adequate fund balance (recommend at least 10%) and low debt, as well as holding the line tight on expenditures.

Mr. Bennett asked about the real estate sales ratio number or if that is a question for the Commissioner of Revenue. Mr. Stone replied that they do not get into that type of information.

Mr. Garten asked the Board to contact Mr. Stone if they have any questions after reviewing the full audit report.

SHERIFF KEVIN HALL - UPDATE ON ANIMAL CONTROL AND LITTER ENFORCEMENT:

Sheriff Kevin Hall handed out to the Board a summary of animal control calls for January and February and reviewed the numbers. The handout is a part of the records of this meeting. He suggested coming back to the Board in July versus June in order to have a full quarter of information to report to the Board and adjust other quarters accordingly. He stated that there were no reports received in January or February in regards to litter control. He mentioned that the work crew cleaned up last year in Dolly Ann and there is more there to clean up, but there has been snow on the ground. He commented that they are getting equipment to put up to monitor dumping places and asked that the Board let them know of any hot spots.

APPROVE PETITION FROM KEVIN R. HAZELWOOD TO ABANDON A PORTION OF RIVER ROAD THAT IS UNDEVELOPED:

Mr. Huber stated that Mr. Kevin Hazelwood has petitioned to abandon a portion of River Road and he owns property on both sides of the undeveloped road. He commented that the section has no access to others. He mentioned that the County advertised an intent to abandon the portion of road and there were no requests for a public hearing during the required 30 day posting.

Mr. Bennett commented that there will never be a road there and it is just part of a platted subdivision.

Mr. Kevin Hazelwood, petitioner, stated that his intent is to build a house. He commented that he owns 65 acres and 64 acres is located in the flood zone. He would utilize the remaining acre to build his house on. He mentioned that abandoning the section would not stop access for any neighbors and he would support them if they wanted to abandon sections behind their house.

Mr. Garten stated that one concern he heard is the potential need for another access to the area as there is a compressed gas facility there. He asked if some access could still be allowed if there was an emergency. Mr. Hazelwood replied that his house would be built on the undeveloped section and the other end is the Meek's driveway.

Mr. Bennett suggested that if any other property owners in the area wanted to abandon their sections that they go together on a petition to cut the expense.

On motion of Mr. Bennett, seconded by Mrs. Cox, that the following ordinance proposed at a regular meeting held on

Tuesday, March 1, 2022 entitled "An Ordinance to Abandon a Portion of River Road Along the South Side of Parcel 057E0-09-000-0360 and North of Parcel 05700-00-000-0440 in the Edd Hill Farm Section of Alleghany County" be adopted as follows:

AN ORDINANCE TO ABANDON A PORTION OF RIVER ROAD ALONG THE SOUTH SIDE OF PARCEL 057E0-09-000-0360 AND NORTH OF PARCEL 05700-00-000-0440 IN THE EDD HILL FARM SECTION OF ALLEGHANY COUNTY

WHEREAS, it appearing that no public necessity exists for the continuance of the section of road as a public road and that the welfare of the public would be best served by abandoning the section of road;

BE IT ORDAINED by the Board of Supervisors of Alleghany County that on request of Kevin R. Hazelwood, pursuant to Sections 33.2-917 and 33.2-919 of the Code of Virginia, 1950, as amended, that the following portion of River Road (which is undeveloped and not State maintained) be and hereby is abandoned:

That 30 ft. wide by 487.90 ft. long portion of River Road (which is undeveloped and not State maintained) as shown on a certain survey dated June 24, 2020, by Gregory E. Vess, L.S. and lying along the south side of parcel 057E0-09-000-0360 and north of parcel 05700-00-000-0440 (both owned by the petitioner) in the Edd Hill Farm section of Alleghany County.

BE IT FURTHER ORDAINED, pursuant to Section 33.2-924 of the Code of Virginia, 1950, as amended, that the abandoned section of road is not currently used ingress or egress by the public or any individual landowners, that this abandoned section of road does not contain public water or sewer lines, and that the sale or conveyance of the abandoned section of road to the adjoining landowner is appropriate.

Adopted: March 1, 2022
Effective Date: 12:01 a.m., March 2, 2022
Adopted by the following roll call vote:

- Mr. Bennett Yes
- Mrs. Cox Yes
- Mr. Dodd Yes
- Mr. Garten Yes
- Dr. Goings Yes
- Mr. Griffith Yes
- Mr. Nicely Yes

ALLEGHANY COUNTY BOARD OF SUPERVISORS
Deputy Clerk to the Board

APPROVE STREET NAME CHANGE (DABNEY DRIVE TO COLLEGE DRIVE):

Dr. John Rainone, DSLCC President, stated that they have requested that Dabney Drive be changed to College Drive effective July 1, 2022 when the name of DSLCC will change to Gateway Community College. He commented that the other neighbors that utilize Dabney Drive have been contacted and they have heard no concerns from them regarding the street name change.

On motion of Dr. Goings, seconded by Mr. Bennett, that the following resolution be adopted:

BE IT RESOLVED by the Alleghany County Board of Supervisors that the following name be adopted as an official street name for Alleghany County effective July 1, 2022:

<u>MAP NO.</u>	<u>OLD APPROVED NAME</u>	<u>LOCATION</u>	<u>NEW NAME</u>
43	Dabney Drive	Rt. 384 W. of Clifton Forge Town Limits	College Drive

Adopted by the following roll call vote:

- Stephen A. Bennett Yes
- Shannon P. Cox No
- Gregory A. Dodd Yes
- Ronald S. Goings Yes
- Cletus W. Nicely Yes
- James M. Griffith Yes
- G. Matt Garten Yes

REAPPOINT MR. KEVIN TERRELL AND MR. DAVID OELTJEN TO THE PLANNING COMMISSION:

Mr. Garten stated that the terms of Mr. Kevin Terrell (Jackson River District) and Mr. David Oeltjen (Clifton Forge East District) on the Planning Commission expire on March 1, 2022. Terms are for four years and both are eligible for reappointment.

On motion of Dr. Goings, seconded by Mr. Bennett, that the following resolution be adopted:

BE IT RESOLVED by the Alleghany County Board of Supervisors that Mr. David Kevin Terrell (Jackson River District), 7414 Roaring Run Road, Covington, VA 24426 be reappointed to the Planning Commission for a term of four years beginning March 2, 2022 and ending March 1, 2026.

BE IT FURTHER RESOLVED by the Board that Mr. Dave W. Oeltjen (Clifton Forge East District), 808 Acacia Avenue, Clifton Forge, VA 24422 be reappointed to the Planning Commission for a term of four years beginning March 2, 2022 and ending March 1, 2026.

Unanimously adopted by the following roll call vote:

Stephen A. Bennett	Yes
Shannon P. Cox	Yes
Gregory A. Dodd	Yes
Ronald S. Goings	Yes
Cletus W. Nicely	Yes
James M. Griffith	Yes
G. Matt Garten	Yes

REAPPOINT MR. DONALD LUGAR AND MR. TERRY PAXTON TO THE WATER AND SEWER COMMISSION:

Mr. Garten stated that the terms of Mr. Donald Lugar (Jackson River District) and Mr. Terry Paxton (Clifton Forge East District) on the Water and Sewer Commission expire on March 1, 2022. Terms are for four years and both are eligible for reappointment.

On motion of Mr. Bennett, seconded by Dr. Goings, that the following resolution be adopted:

BE IT RESOLVED by the Alleghany County Board of Supervisors that Mr. Donald Lugar (Jackson River District), 210 Chapel Drive, Covington, VA 24426 be reappointed to the Water and Sewer Commission for a term of four years beginning March 2, 2022 and ending March 1, 2026.

BE IT FURTHER RESOLVED by the Board that Mr. Terry L. Paxton (Clifton Forge East District), 1010 Kensington Avenue, Clifton Forge, VA 24422 be reappointed to the Water and Sewer Commission for a term of four years beginning March 2, 2022 and ending March 1, 2026.

Unanimously adopted by the following roll call vote:

Stephen A. Bennett	Yes
Shannon P. Cox	Yes
Gregory A. Dodd	Yes
Ronald S. Goings	Yes
Cletus W. Nicely	Yes
James M. Griffith	Yes
G. Matt Garten	Yes

COUNTY ADMINISTRATOR’S REPORT:

Mr. Huber handed out and gave a report on the following items which are a part of the records of this meeting:

Joining Central Shenandoah Planning District Commission

Efforts to schedule a meeting with representatives of the Planning District Board continue.

Roanoke Valley-Alleghany Regional Commission

The planned reduction in the size of the Roanoke Valley-Alleghany Regional Commission Board of Directors as approved by the Alleghany County Board of Supervisors on April 6, 2021 will take effect on July 1. As a result, Alleghany County will

have one less representative as called for in the updated Charter. Currently, the County is represented by James Griffith and Shannon Cox both of whom have terms expiring on June 30, 2022. Thus, a representative would not have to be selected until the June Board meeting.

Phone Service in Western Portion of Alleghany County

I thought it would be helpful to share the attached letter from Burt Caul regarding telephone problems in the western portion of Alleghany County. Perhaps the publicity from discussion at the Board meeting might help in publicly documenting the problems faced by local residents. The letter from Mr. Caul is a part of the records of this meeting.

Mr. Huber added that there are also cell phone, internet problems, and unreliable 9-1-1 service in the area, as well as phone numbers not being listed in the local phone book.

Mrs. Cox commented that the 559 exchange numbers were taken out of the Lumos phone book a few years ago.

Mr. Griffith asked if we could write to the SCC or FCC to request that changes be made. Mr. Huber replied that we can.

Mr. Griffith suggested getting addresses of individuals affected. He mentioned that they need reliable 9-1-1 service and kids need to be able to utilize the internet.

Mrs. Cox commented regarding families having to use HughesNet or some other provider. She mentioned that at certain times there is no service. She stated that people want to move to that area, but there is no service. She commented that Lumos announced the County has Broadband service throughout, but it is only in their service area. She mentioned kids having to be driven to school parking lots to utilize internet.

Mr. Griffith commented that they may be eligible for last mile funding.

Mr. Bennett suggested that Mr. Garten check with local officials on the West Virginia side and maybe we can work together on the issue.

Ryan Muterspaugh Recognition

I would like to recognize Ryan Muterspaugh's 19 years of service to Alleghany County and his continued work in doing emergency planning for this region in his new role working for the Virginia Department of Health.

Mr. Huber added that Mr. Muterspaugh served on the Sharon Fire Department and commended him on his accomplishments with the radio system, computer aided dispatch, jail records management, mapping, text to 9-1-1, emergency vehicle purchases, etc.

Forest Service Hiring

As they get ready for the summer season, the U.S. Forest Service has a number of openings posted on their newly implemented Facebook page. Applicants need to be very thorough in completing the federal application form (responding to every question and item requested) in order for the application to make it through the initial review.

Commerce Park Financing

The financing of the County's portion of the Commerce Park grading project closed today with significant help of Mike Lockaby and Guynn, Waddell, Carroll & Lockaby, PC.

Appointments to the Alleghany Highlands School Board

We plan to advertise for interest in being appointed to the Alleghany Highlands School Board on April 5th and April 12th. See attached draft.

The following is the State Code language regarding school board appointments:

"Within sixty days prior to the effective date for the formation of the division school board, the governing body of each county and city or part thereof in the school division shall appoint the required number of members of the division school board from such county or city as follows: ...if there be four members, one shall be appointed for a term of one year, one

for a term of two years, one for a term of three years, and one for a term of four years; ... Within sixty days prior to the first day of July in each and every year thereafter, there shall be appointed by such governing body for a term of four years beginning the first day of July next following their appointment, successors to the members of the division school board appointed by it whose term expire on the thirtieth day of June in each such year. Any vacancy occurring in the membership of the division school board shall be filled for the unexpired term by the governing body appointing such member."

BOARD MEMBER COMMENTS (INQUIRIES/REPORTS):

Miscellaneous

Mr. Dodd thanked everyone for coming to the meeting and Sheriff Hall for his report. He congratulated Mr. Muterspaugh and commented that he knows he will do a good job in his new position.

Mr. Nicely thanked Mr. Muterspaugh for his service to the County. He commented that the school committee has worked on a lot of things, but he feels it would be wrong to close Clifton Middle School as the only thing that could be put in there is a school. He mentioned that a lot of money was put into having state of the art schools. He stated that he feels it is a step backwards and he hopes the committee will take another look at this. He commented that the County-owned property on Rt. 42 could be used for industries or a housing site. He mentioned that he sent Congressman Griffith and Delegate Austin an email regarding the property. He stated that it is only two to four miles to run sewer from Cliftondale Park. He commented that the County has had the property for 20 years and has done nothing with it. He suggested having Public Works work on grant funding for this property.

Mr. Bennett thanked everyone for coming to the meeting. He commented that he was here when Mr. Muterspaugh was hired and they have worked on a lot of projects together. He wished him good luck.

Mrs. Cox stated that she has been a cheerleader for Mr. Muterspaugh. She mentioned she has been on the Board for 12 years and has not had to contact him much, but when she has he responded immediately. She commented that the Health Department could not have picked a better person. She thanked Sheriff Hall and Mr. Roger Muterspaugh for their reports. She commented that the fire and rescue departments are volunteers and when they work they give up a lot of time when home to assist and it takes time from their families. She mentioned that she is a supporter of fire and rescue and does not want to have to answer to a family as no amount of money can be put on a life. She stated that she does not agree with the name change of the community college and that is why she did not approve the street name change.

Dr. Goings commented that he does not know Mr. Muterspaugh as he has not been on the Board long, but wished him well. He stated that fire and rescue volunteers are a thing of the past and feels the future is having paid staff.

Mr. Griffith thanked Mr. Muterspaugh for his service. He stated that he has enjoyed working with him and hates to see him go. He commented that the Board needs to look hard at doing something with the property on Rt. 42. He mentioned that it goes hand in hand with the declining population and could bring people here. He stated that the Board needs to plan a retreat later this year to discuss this topic and others.

Mr. Garten recognized Ms. Tammy Wilson who is the new Director of Social Services. He wished Mr. Muterspaugh good luck and thanked him for his commitment to his job over the years.

CLOSED MEETING:

On motion of Mr. Nicely, seconded by Mr. Griffith, that the Board go into a Closed Meeting under Code of Virginia Section 2.2-3711(A)(1) for the purpose of: (1) personnel matters in relation to the hiring of a County Administrator; and (2) other personnel matters. Unanimously adopted.

On motion of Mr. Griffith, seconded by Mr. Bennett, that the Board come out of the Closed Meeting with the following certification:

CERTIFICATION
SECTION 2.2-3712

To the best of our knowledge (i) only public business matters lawfully exempted from open meeting requirements under this chapter, and (ii) only such public business matters as were identified in the motion by which the Closed Meeting was convened were heard, discussed or considered in the session.

/s/G. Matt Garten Yes
 /s/Gregory A. Dodd Yes
 /s/Cletus W. Nicely Yes
 /s/Stephen A. Bennett Yes
 /s/James M. Griffith Yes
 /s/Shannon P. Cox Yes
 /s/Ronald S. Goings Yes

After the Closed Meeting, the following action was taken:

APPROVE AMENDMENT TO THE COUNTY CLASSIFICATION PAY PLAN (RECLASSIFY DIRECTOR OF PUBLIC SAFETY POSITION):

On motion of Mrs. Cox, seconded by Dr. Goings, that the revisions to the County Classification Pay Plan be adopted as follows to become effective March 1, 2022:

**COUNTY CLASSIFICATION PAY PLAN
 TO BECOME EFFECTIVE MARCH 1, 2022**

Pay Group A - Supervisory		
Minimum Starting Salary \$13.00		
Maximum Starting Salary \$21.50		
1	Public Works Coordinator	Exempt
1	Recreation Supervisor	Exempt
Minimum Starting Salary \$13.25		
Maximum Starting Salary \$22.25		
2	County Planner	Exempt
2	Special Projects Coordinator	Exempt
2	Transfer Station Superintendent	Exempt
2	Code Compliance Officer/Maintenance Coordinator	Exempt
Minimum Starting Salary \$14.50		
Maximum Starting Salary \$23.50		
3	None at this time	Exempt
Minimum Starting Salary \$16.50		
Maximum Starting Salary \$29.50		
4	County Engineer	Exempt
4	Director of Parks and Recreation	Exempt
4	Director of Public Safety	Exempt
4	Public Works Superintendent	Exempt
4	Accountant	Exempt
4	Radio System Technician	Exempt
Minimum Starting Salary \$22.00		
Maximum Starting Salary \$47.00		
5	Director of Finance	Exempt
5	Assistant County Administrator	Exempt
5	Director of Public Works	Exempt
Pay Group B - Administrative Clerical		
Minimum Starting Salary \$9.00		
Maximum Starting Salary \$15.00		
0	PT Temporary Office Assistant	Non-Exempt
0	PT Grant Writer	Non-Exempt
Minimum Starting Salary \$11.00		
Maximum Starting Salary \$12.50		
1	Assistant Registrar	Non-Exempt
Minimum Starting Salary \$11.00		
Maximum Starting Salary \$12.80		
2	Office Assistant	Non-Exempt
Minimum Starting Salary \$11.00		
Maximum Starting Salary \$21.50		
3	Human Resources Technician	Non-Exempt
3	Utility Billing Manager	Non-Exempt
3	Purchasing Clerk	Non-Exempt
3	Accounts Payable Clerk	Non-Exempt
3	Utility Billing Clerk	Non-Exempt
3	Administrative Secretary	Non-Exempt
Minimum Starting Salary \$11.00		
Maximum Starting Salary \$21.50		
4	Recreation Assistant Supervisor	Non-Exempt

Pay Group B - Administrative Clerical		
4	Administrative Assistant/Deputy Clerk	Non-Exempt

Pay Group C - Maintenance/Technical		
Minimum Starting Salary \$8.00 Maximum Starting Salary \$15.20		
1	PT Maintenance Custodian	Non-Exempt
1	PT Maintenance Assistant	Non-Exempt
1	PT Transfer Station Laborer	Non-Exempt
1	PT or Temporary Laborer	Non-Exempt
1	PT Sanitation Worker I	Non-Exempt
1	PT Van Driver	Non-Exempt
1	PT Code Compliance Officer	Non-Exempt
Minimum Starting Salary \$11.00 Maximum Starting Salary \$13.50		
2	Sanitation Worker I	Non-Exempt
2	Laborer	Non-Exempt
2	Maintenance Assistant	Non-Exempt
2	Sanitation Worker II	Non-Exempt
2	Maintenance Custodian	Non-Exempt
2	Parks and Recreation Maintenance Technician	Non-Exempt
Minimum Starting Salary \$11.00 Maximum Starting Salary \$13.75		
3	Transfer Station Operator I	Non-Exempt
3	Wastewater Treatment Plant Operator I	Non-Exempt
3	Maintenance Technician I	Non-Exempt
3	Equipment Operator I	Non-Exempt
3	Utility Maintenance Technician I	Non-Exempt
Minimum Starting Salary \$11.00 Maximum Starting Salary \$14.00		
4	Sanitation Truck Driver	Non-Exempt
4	Transfer Station Operator II	Non-Exempt
4	Wastewater Treatment Plant Operator II	Non-Exempt
4	Maintenance Technician II	Non-Exempt
4	Equipment Operator II	Non-Exempt
4	Utility Maintenance Technician II	Non-Exempt
Minimum Starting Salary \$11.00 Maximum Starting Salary \$21.50		
5	Animal Warden	Non-Exempt
5	Mechanic I	Non-Exempt
5	Building Inspector/Maintenance Worker	Non-Exempt
5	Utilities Construction Supervisor	Non-Exempt
5	Utility Maintenance Technician III	Non-Exempt
5	Meter Reader/Maintenance Technician	Non-Exempt
5	Fleet Maintenance Supervisor	Non-Exempt
5	Temporary Project Inspector	Non-Exempt
5	Facility Maintenance Supervisor	Non-Exempt
Minimum Starting Salary \$15.00 Maximum Starting Salary \$21.50		
6	Parks and Maintenance Supervisor	Non-Exempt
Minimum Starting Salary \$17.50 Maximum Starting Salary \$21.50		
7	Chief Operator (Wastewater Treatment Plant)	Non-Exempt

Unanimously adopted by the following roll call vote:

Stephen A. Bennett	Yes
Shannon P. Cox	Yes
Gregory A. Dodd	Yes
Ronald S. Goings	Yes
Cletus W. Nicely	Yes
James M. Griffith	Yes
G. Matt Garten	Yes

ADJOURNMENT:

On motion of Dr. Goings, seconded by Mrs. Cox, that the meeting be adjourned at 9:35 p.m. Motion carried.

G. Matt Garten
Chairman