

FLUVANNA COUNTY BOARD OF SUPERVISORS
REGULAR MEETING MINUTES
Fluvanna County Library, 214 Commons Blvd.
Palmyra, VA 22963
March 10, 2021
Work Session 4:00pm
Budget Work Session 7:00pm

- MEMBERS PRESENT:** John M. (Mike) Sheridan, Columbia District, Chair *(entered meeting at 4:15pm)*
Tony O’Brien, Rivanna District, Vice Chair
Mozell Booker, Fork Union District
Patricia Eager, Palmyra District *(entered meeting at 4:34pm)*
Donald W. Weaver, Cunningham District
- ABSENT:** None.
- ALSO PRESENT:** Eric M. Dahl, County Administrator
Caitlin Solis, Clerk for the Board of Supervisors

1 - CALL TO ORDER, PLEDGE OF ALLEGIANCE, & MOMENT OF SILENCE
At 4:12pm, Vice Chair O’Brien called to order the Work Session of March 10, 2021.
After the recitation of the Pledge of Allegiance, a moment of silence was observed.

WORK SESSION – FIRE AND RESCUE FLEET STUDY REVIEW

Chief Allen Baldwin from Stafford County, Chief Adam Davis from Loudon County, and Chief Daryl Funiaock from the City of Virginia Beach provided the Board of Supervisors with a County wide fire apparatus justification review including the type of apparatus and number needed per station based on demographics and call volume and type.

The Chiefs also recommended there be a more robust minimum apparatus standard to prevent large future price discrepancies, major equipment needs to be evaluated and standardized across the county. Tiered response for rescue, technical rescue and hazmat to prevent duplication and department wide equipment standardization for each station.

Recommendations for improving apparatus acquisition and replacement cycle included, establishing a 15-year frontline and 5-year reserve lifecycle for engines, 20-year frontline for ladder trucks and a 25-year lifecycle for tankers. Continued CIP funding for the fire and rescue program with standardized specifications established by an apparatus team. The Chiefs also recommended ensuring maintenance, testing and recordkeeping for all apparatus.

DINNER RECESS

BUDGET REVIEW
Budget Changes Since March 3rd Meeting

- Mr. Dahl presented an update on the Staff Pay Plan and Health Insurance Options including County Staff Pay Raise History, Cost of Living Adjustment Policy as well as other considerations
- **Reimbursements from Constitutional Officers and Social Services**
 - Up to 5% pay increase for FY22
 - We expect ~\$42,000 to \$105,000 above the current 2% from the Comp Board, depending upon what raise County adopts
 - We expect ~\$40,000 to \$65,000 above the current 2% from DSS State/Federal revenue, depending upon what raise County adopts
 - **Schools**
 - Up to 5% pay increase for the FY22-23 biennium
 - \$787,900 is the current request. \$300,000 is already included in the FY22 Budget
 - The Schools would request an additional ~\$100,00 (4% salary increase) to \$200,000 (5% salary increase) from the County for anything above a 3% pay increase.

FY22 COLA Increase Options

Annual Cost Increase	County Cost	Cost w/State & Fed Reimbursement
All Eligible Employees - 1%	\$101,000	\$80,000
All Eligible Employees - 2%	\$202,000	\$134,000
All Eligible Employees - 3%	\$303,000	\$200,000

All Eligible Employees - 4%	\$404,000	\$265,000
All Eligible Employees - 5%	\$505,000	\$335,000

2% COLA is included in the current budget

Health Insurance

- Health insurance cost increases have been significant fiscal influences every year.
- The County saw a substantial decrease when it changed carriers for the FY2021 budget.
- \$92K or 5.7% is included in the current FY22 Budget.
- TLC (Anthem) Health Insurance Premiums Increased 8.4% - \$136K

Health Insurance Premium Change	
Year	% Rate Change
FY14	13.00%
FY15	-2.20%
FY16	-2.00%
FY17	7.00%
FY18	10.69%
FY19	16.33%
FY20	18.00%
FY21	-14.00%

TLC (Anthem) Health Insurance Options

- **Option 1 – County Pays the Same Amount - \$0 County Increase**
 - \$92K decrease in current FY22 Budget
- **Option 2 – Employee Pays the Same Amount - \$136K County Increase**
 - \$44K increase in current FY22 Budget
- **Option 3 – County Pays the Same % - \$110K County Increase**
 - \$18K increase in current FY22 Budget
- **Option 4 – County Pays Amount in Current Budget - \$92K County Increase**
 - \$0 change in current FY22 Budget

- Mr. O’Brien asked for more information on personal property reduction amounts and cancer policy costs as possible incentives for joining the volunteer firefighter program.

Budget Discussion

- **Collect other questions from BOS for research to assist staff in preparing for upcoming Budget Work Sessions**
 - Will additional revenues be identified during the budget process?
 - The Board of Supervisors asked Bryan Rothamel to get Strategic Plan Proposal amounts and bring them back to the Board as an action item.
 - At 8:55pm, the Board of Supervisors extended the meeting until 11:00pm

MOTION:	Extend the regular meeting of Wednesday, March 10, 2021 until 11:00pm.				
MEMBER:	Mrs. Booker	Mrs. Eager	Mr. O’Brien	Mr. Sheridan	Mr. Weaver
ACTION:	Second				Motion
VOTE:	Yes	Yes	Yes	Yes	Yes
RESULT:	5-0				

14 - ADJOURN

MOTION:	Adjourn the regular meeting of Wednesday, March 10, 2021 at 9:29pm.				
MEMBER:	Mrs. Booker	Mrs. Eager	Mr. O’Brien	Mr. Sheridan	Mr. Weaver
ACTION:	Second				Motion
VOTE:	Yes	Yes	Yes	Yes	Yes
RESULT:	5-0				

ATTEST: FLUVANNA COUNTY BOARD OF SUPERVISORS

Caitlin Solis
Clerk to the Board

John M. Sheridan
Chair