



FLUVANNA COUNTY BOARD OF SUPERVISORS

SPECIAL MEETING AGENDA

Morris Room, Fluvanna County Admin Bldg
132 Main Street, Palmyra, VA 22963
April 8, 2026
Special Meeting at 6:00 pm

TAB	AGENDA ITEMS
1	CALL TO ORDER
2	PLEDGE OF ALLEGIANCE AND MOMENT OF SILENCE
3	ADOPTION OF AGENDA
4	COUNTY ADMINISTRATOR'S REPORT
6	APPOINTMENTS
7	PRESENTATIONS (normally not to exceed 10 minutes each)
8	ACTION MATTERS
A	FY26 Revised Pay Plan and Compensation Implementation – Ryan Lipscomb, Director of Human Resources
B	Fiscal Year 2027 Operations Budget and Tax Rates – Tori Melton, Director of Finance
C	Fiscal Year 2027 – 2031 Capital Improvements Plan – Tori Melton, Director of Finance
D	Resolution Requesting the Governor of Virginia to amend HB 1491- Dan Whitten, County Attorney
9	PUBLIC HEARING
10	CONSENT AGENDA
11	UNFINISHED BUSINESS
	TBD
12	NEW BUSINESS
	TBD
14	CLOSED MEETING
	TBD
15	ADJOURN

County Administrator Review

PLEDGE OF ALLEGIANCE

I pledge allegiance, to the flag,
of the United States of America,
and to the Republic for which it stands,
one nation, under God, indivisible,
with liberty and justice for all.

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GENERAL RULES OF ORDER

1. It shall be the duty of the Chairman to maintain order and decorum at meetings. The Chairman shall speak to points of order in preference to all other members.
2. In maintaining decorum and propriety of conduct, the Chairman shall not be challenged and no debate shall be allowed until after the Chairman declares that order has been restored. In the event the Board wishes to debate the matter of the disorder or the bringing of order; the regular business may be suspended by vote of the Board to discuss the matter.
3. No member or citizen shall be allowed to use defamatory or abusive language directed at any member of the Board or other person, to create excessive noise, or in any way incite persons to use such tactics. The Chair shall be the judge of such breaches, however, the Board may by majority vote of the Board members present and voting to overrule the judgment of the Chair.
4. When a person engages in such breaches, the Chairman shall order the person's removal from the building, or may order the person to stand silent, or may, if necessary, order the person removed from the County property.

RULES OF PROCEDURE FOR PUBLIC HEARINGS

1. PURPOSE
 - The purpose of a public hearing is to receive testimony from the public on certain resolutions, ordinances or amendments prior to taking action.
 - A hearing is not a dialogue or debate. Its express purpose is to receive additional facts, comments and opinion on subject items.
2. SPEAKERS
 - Speakers should approach the lectern so they may be visible and audible to the Board.
 - Each speaker should clearly state his/her name and address.
 - All comments should be directed to the Board.
 - All questions should be directed to the Chairman. Members of the Board are not expected to respond to questions, and response to questions shall be made at the Chairman's discretion.
 - Speakers are encouraged to contact staff regarding unresolved concerns or to receive additional information.
 - Speakers with questions are encouraged to call County staff prior to the public hearing.
 - Speakers should be brief and avoid repetition of previously presented comments.
3. ACTION
 - At the conclusion of the public hearing on each item, the Chairman will close the public hearing.
 - The Board will proceed with its deliberation and will act on or formally postpone action on such item prior to proceeding to other agenda items.
 - Further public comment after the public hearing has been closed generally will not be permitted.

Fluvanna County is committed to providing an excellent quality of life for our citizens and businesses through the efficient delivery of core services and programs, while preserving the unique identity and rural character of the County.

**FLUVANNA COUNTY BOARD OF SUPERVISORS
AGENDA ITEM STAFF REPORT**

TAB A

MEETING DATE:	April 8, 2026				
AGENDA TITLE:	FY26 Revised Pay Plan and Compensation Implementation				
MOTION(s):	<p>Motion #1: I move the Board of Supervisors approve the revised FY26 Pay Plan for General Government positions and the corresponding title and pay band assignments, as presented, effective for the pay period beginning April 19, 2026.</p> <p>Motion #2: I move the Board of Supervisors approve the recommended compensation implementation approach for eligible employees included in the revised pay plan analysis, as presented, at a total program cost not to exceed \$250,000, with funds to come from the budgeted FY26 Compensation Study and Salary Adjustment wedge.</p>				
BOS WORKPLAN?	Yes	No	If yes, list initiative(s):		
		X			
AGENDA CATEGORY:	Public Hearing	Action Matter	Presentation	Consent Agenda	Other
		X			
STAFF CONTACT(S):	Ryan Lipscomb, Director of Human Resources				
PRESENTER(S):	Ryan Lipscomb, Director of Human Resources				
RECOMMENDATION:	It is recommended that the Board approve the revised FY26 Pay Plan for General Government positions and the corresponding title and pay band assignments. It is further recommended that the Board approve the recommended compensation implementation approach because it provides an equitable and easy-to-administer service progression while remaining within the approved \$250,000 implementation budget.				
TIMING:	Immediate				
DISCUSSION:	<p>Staff conducted a salary study of Fluvanna County General Government and Law Enforcement positions using Greene County, Louisa County, Goochland County, and Orange County as the County’s primary competitive market. The Board approved \$50,000 in the FY26 Budget for a salary compensation study. The County Administrators of Fluvanna, Orange, Greene, and Louisa collaborated to share pay plan information, therefore the \$50,000 budgeting for this purpose was not necessary. Pay Plan information for Goochland and Nelson was also included.</p> <p>The study compared Fluvanna’s current FY26 pay structure to market minimums, midpoints, and maximums and identified positions that were above market, market or near market, slightly below market, below market, or critically below market.</p> <p>After review of the Law Enforcement Pay Rates and Classifications as compared to the primary competitive market used above, the current Pay Rates and</p>				

Classifications do not require an adjustment, due to being in line with the competitive market.

In response, staff developed a revised FY26 pay plan to better align positions within the competitive market, relieve compression between pay bands, and restore a more logical relationship between job value and pay opportunity. Some positions are proposed to move pay bands because their benchmark results against the County’s competitive market indicated that their current placement no longer aligned appropriately with market position. Other band adjustments also support internal alignment and compression relief across the structure.

The County’s current FY26 Government Pay Rates & Classifications structure spans Pay Bands 5 through 33 and uses a standard range design in which the midpoint is 25% above the minimum and the maximum is 50% above the minimum. The revised plan maintains a structured pay-band approach while updating rates and placements to better reflect current market conditions.

Attachment 3 provides a summary of positions proposed to move pay bands, showing where those roles are currently assigned under the FY26 plan and where they are proposed to be assigned under the revised FY26 pay plan.

Staff modeled implementation costs in three parts:

- \$81,621 to move affected employees to the minimum of the revised pay band;
- \$10,000 reserved for targeted adjustments; and
- a Time-in-Seat (General Government) (TIS) and Time-in-Service (Law Enforcement) based adjustment.

With a total implementation budget of \$250,000, the remaining room for TIS-based adjustments is \$158,379.


The recommended implementation approach includes eligible General Government and Sheriff’s Office employees reflected in the attached analysis. Of the 153 eligible employees included in the TIS model, 136 fall within the 0-14 year service population. The recommended tier structure was designed to provide the greatest impact to the largest portion of the workforce while maintaining a logical and defensible service progression.


The implementation includes movement to the revised pay band minimum where applicable and a Time-in-Service adjustment using the following tier structure:


- 0-4 years: 1.00%
- 5-9 years: 1.50%
- 10-14 years: 2.00%
- 15-19 years: 2.50%
- 20+ years: 3.00%


Band	Gov Count	Sheriff Count	Total Count	% Eligible	Option %	Estimated TIS Cost	TIS TOTAL
0-4	68	13	81	52.9%	1.00%	\$49,003.02	\$149,515.25
5-9	28	8	36	23.5%	1.50%	\$33,474.26	
10-14	12	7	19	12.4%	2.00%	\$28,328.15	
15-19	2	6	8	5.2%	2.50%	\$15,256.61	
20+	3	6	9	5.9%	3.00%	\$23,453.22	

	The total program cost of the recommended implementation approach is \$241,136, which leaves approximately \$8,864 of remaining budget capacity.				
FISCAL IMPACT:	The total implementation budget currently available is \$250,000. The recommended implementation approach estimate totals \$241,136 and can be funded within the existing budget. No additional funding is required.				
POLICY IMPACT:	Board approval would establish the revised FY26 pay plan structure, the corresponding title and pay band assignments, and the recommended implementation approach.				
LEGISLATIVE HISTORY:	N/A				
ENCLOSURES:	<ul style="list-style-type: none"> • Attachment 1: FY26 Government Pay Rates & Classifications (Current Plan) • Attachment 2: Revised FY26 Pay Scale • Attachment 3: Summary of Proposed Pay Band Changes from FY26 Plan to Revised FY26 Pay Plan 				
REVIEWS COMPLETED:	Legal	Finance	Purchasing	HR	Other
		X		X	

 FY26 Fluvanna County Pay Rates and Classifications Approved June 4, 2025 and Adjusted As Required				Mid-Range 25% above Min; Max 50% above Minimum FT 2,080 Annual Hours- PT Variable			* 2,184 hrs annually included 208 hrs scheduled OT		
				Full-Time Hourly Rates			Full-Time Annual Pay (Expected)		
Pay Band	Class	FLSA Status	Position Title	Minimum	Mid-Range	Maximum	Minimum	Mid-Range	Maximum
5	8851	Non-Exempt	Library Clerk	\$13.65	\$17.06	\$20.47	NA	NA	NA
	4090	Non-Exempt	P&R Camp Counselor Seasonal						
6	4131	Non-Exempt	Facilities Assistant	\$14.33	\$17.91	\$21.49	NA	NA	NA
	4132	Non-Exempt	Museum Attendant						
	1612	Non-Exempt	Registrar Clerk						
7	3150	Non-Exempt	Building Services Worker I	\$15.05	\$18.81	\$22.57	\$31,304	\$39,125	\$46,946
	3461	Non-Exempt	Convenience Ctr Attendant						
	4065	Non-Exempt	Park Maintenance Worker						
8	3151	Non-Exempt	Building Services Worker II	\$15.80	\$19.75	\$23.70	\$32,864	\$41,080	\$49,296
	3171	Non-Exempt	Grounds Maintenance Worker I						
	8831	Non-Exempt	Library Assistant I						
9	1020	Non-Exempt	Commercial Kitchen Coordinator(PT/No Benefits)	\$16.59	\$20.74	\$24.88	\$34,507	\$43,139	\$51,750
	3172	Non-Exempt	Grounds Maintenance Worker II						
	8832	Non-Exempt	Library Assistant II						
10	7401	Non-Exempt	Assistant Equipment & Fleet Maintenance Technician	\$17.42	\$21.77	\$26.13	\$36,234	\$45,282	\$54,350
	1811	Non-Exempt	Deputy Clerk I						
	1511	Non-Exempt	Deputy Commissioner I						
	2540	Non-Exempt	Deputy Treasurer I						
	3180	Non-Exempt	Facility Maintenance Technician						
11	1052	Non-Exempt	Administrative Assistant- Admin Asst.	\$18.29	\$22.86	\$27.43	\$38,043	\$47,549	\$57,054
	1092	Non-Exempt	Admin Program Assistant- PT						
	1093	Non-Exempt	Children's Services Act (CSA) Programs Assistant						
	8833	Non-Exempt	Children's Program Specialist-Library						
	1321	Non-Exempt	Financial Services Technician						
	1250	Non-Exempt	Human Resources Assistant						
	3184	Non-Exempt	HVAC Assistant						
	1094	Non-Exempt	Law Enforcement Support Technician						
	3611	Non-Exempt	Utilities System Operator I (Trainee)						

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				Full-Time Hourly Rates			Full-Time Annual Pay (Expected)		
Pay Band	Class	FLSA Status	Position Title	Minimum	Mid-Range	Maximum	Minimum	Mid-Range	Maximum
12	4112	Non-Exempt	Active Seniors & Therapeutic Recreation Coordinator	\$19.20	\$24.00	\$28.80	\$39,936	\$49,920	\$59,904
	4114	Non-Exempt	Athletics and Special Events Coordinator						
	1821	Non-Exempt	Deputy Clerk II						
	1521	Non-Exempt	Deputy Commissioner II						
	1611	Non-Exempt	Deputy Registrar-Assistant Registrar						
	2530	Non-Exempt	Deputy Treasurer II						
	3181	Non-Exempt	Facilities Maintenance Specialist						
	4113	Non-Exempt	Recreational Programs and Special Events Coordinator						
13	3431	Non-Exempt	Convenience Center Manager - Recycle Coordinator	\$20.16	\$25.20	\$30.24	\$41,933	\$52,416	\$62,899
	3531	Non-Exempt	Utilities System Operator II						
	1712	Non-Exempt	Victim/Witness Program Assistant						
	6211	Non-Exempt	Communications Officer I (No EMD Certification)*(E911)	\$20.16	\$25.20	\$30.24	\$41,933	\$52,416	\$62,899
14	1051	Non-Exempt	Administrative Program Specialist	\$21.17	\$26.46	\$31.76	\$44,034	\$55,037	\$66,061
	3391	Non-Exempt	Buildings Supervisor						
	1831	Non-Exempt	Deputy Clerk III-Criminal Division Clerk & Executive Assistant						
	1832	Non-Exempt	Deputy Clerk III-Jury Management Coordinator						
	2030	Non-Exempt	Deputy Commissioner of the Revenue III						
	2520	Non-Exempt	Deputy Treasurer III						
	9102	Non-Exempt	EMT Basic Life Support (BLS)						
	3371	Non-Exempt	Grounds Services Supervisor						
	4115	Non-Exempt	Parks and Recreation Services Specialist						
	3632	Non-Exempt	Utilities System Operator III						
	6213	Non-Exempt	Communications Officer II (With EMD Certification)*(E911)	\$21.17	\$26.46	\$31.76	\$44,034	\$55,037	\$66,061
6214	Non-Exempt	Communications Services Technician *(E911)	\$21.17	\$26.46	\$31.76	\$44,034	\$55,037	\$66,061	
7400	Non-Exempt	Equipment & Fleet Maintenance Technician							
15	2211	Non-Exempt	Code Inspector - Building & Site Inspector	\$22.23	\$27.79	\$33.34	\$46,238	\$57,803	\$69,347
	1330	Non-Exempt	Financial Services Specialist						
	1122	Non-Exempt	IT Systems Specialist						
	6212	Non-Exempt	Communications Team Lead*(E911)	\$22.23	\$27.79	\$33.34	\$46,238	\$57,803	\$69,347

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				Full-Time Hourly Rates			Full-Time Annual Pay (Expected)		
Pay Band	Class	FLSA Status	Position Title	Minimum	Mid-Range	Maximum	Minimum	Mid-Range	Maximum
16	2111	Non-Exempt	Code Inspector - Code Enforcement Officer	\$23.34	\$29.18	\$35.01	\$48,547	\$60,694	\$72,821
	2112	Non-Exempt	Code Inspector - E&SC Plans Reviewer						
	1841	Non-Exempt	Deputy Clerk IV- Probate Clerk						
	1842	Non-Exempt	Deputy Clerk IV- Court Financial Management Analyst I/II						
	1843	Non-Exempt	Deputy Clerk IV- Criminal Court Division Lead						
	1541	Non-Exempt	Deputy Commissioner of the Revenue IV						
	1542	Non-Exempt	Deputy Commissioner of the Revenue IV-II						
	2521	Non-Exempt	Deputy Treasurer IV						
	1251	Non-Exempt	Human Resources Generalist						
	1081	Non-Exempt	Paralegal/Legal Assistant						
	3631	Non-Exempt	Utilities Specialist						
3633	Non-Exempt	Utilities System Operator IV							
17	1332	Non-Exempt	Judicial Assistant	\$24.51	\$30.63	\$36.76	\$50,981	\$63,710	\$76,461
	3670	Non-Exempt	Project Manager, PT/Temp						
	5130	Non-Exempt	Planner/GIS Technician						
	2451	Non-Exempt	Small Business Development & Tourism Specialist						
	3634	Non-Exempt	Utilites System Operator V						
6251	Non-Exempt	Communications Supervisor*(E911)	\$24.51	\$30.63	\$36.76	\$50,981	\$63,710	\$76,461	
18	3635	Non-Exempt	Chief Utilities Operator	\$25.73	\$32.17	\$38.60	\$53,518	\$66,914	\$80,288
	9400	Non-Exempt	Emergency Management Generalist						
	7300	Non-Exempt	HVAC Specialist						
	1381	Non-Exempt	Purchasing Officer						
	2351	Non-Exempt	Senior Planner						
	6281	Non-Exempt	Communications Operations Coordinator *(E911)						
19	1851	Exempt	Chief Deputy Clerk I	\$27.02	\$33.77	\$40.53	\$56,202	\$70,242	\$84,302
	1550	Exempt	Chief Deputy Commissioner of the Revenue I						
	2510	Exempt	Chief Deputy Treasurer I						
	1091	Exempt	Executive Assistant / Clerk to the Board						
	1384	Exempt	Management Analsyt I						
	1711	Exempt	Victim/Witness Manager						
	9101	Non-Exempt	EMT Advanced Life Support (ALS)						
20	1852	Exempt	Chief Deputy Clerk II	\$28.37	\$35.46	\$42.56	\$59,010	\$73,757	\$88,525
	1551	Exempt	Chief Deputy Commissioner of the Revenue II						
	2511	Exempt	Chief Deputy Treasurer II						
	1385	Exempt	Management Analyst II						
21	1351	Exempt	CSA Manager	\$29.79	\$37.24	\$44.68	\$61,963	\$77,459	\$92,934

 FY26 Fluvanna County Pay Rates and Classifications Approved June 4, 2025 and Adjusted As Required				Mid-Range 25% above Min; Max 50% above Minimum FT 2,080 Annual Hours- PT Variable			* 2,184 hrs annually included 208 hrs scheduled OT					
Pay Band	Class	FLSA Status	Position Title	Full-Time Hourly Rates			Full-Time Annual Pay (Expected)					
				Minimum	Mid-Range	Maximum	Minimum	Mid-Range	Maximum			
22	1121	Exempt	Information Technology Systems Engineer	\$31.28	\$39.10	\$46.92	\$65,062	\$81,328	\$97,594			
	3550	Exempt	Utilities System Supervisor									
23	3680	Exempt	Assistant Public Works Director	\$32.84	\$41.05	\$49.26	\$68,307	\$85,384	\$102,461			
24		None		\$34.48	\$43.11	\$51.73	\$71,718	\$89,669	\$107,598			
25	2250	Exempt	Building Official	\$36.21	\$45.26	\$54.31	\$75,317	\$94,141	\$112,965			
	9100	Exempt	Emergency Medical Services Supervisor									
26	6291	Exempt	Director of Communications & Technology*(E911)	\$38.02	\$47.52	\$57.03	\$79,082	\$98,842	\$118,622			
	8800	Exempt	Library Director									
27	1002	Exempt	Assistant County Attorney	\$39.92	\$49.90	\$59.88	\$83,034	\$103,792	\$124,550			
	1750	Exempt	Assistant Commonwealth Attorney									
	4290	Exempt	Director of Parks and Recreation									
	9100	Exempt	Director of Emergency Services									
28		None		\$41.92	\$52.40	\$62.87	\$87,194	\$108,992	\$130,770			
29	1120	Exempt	Director of Information Technology	\$44.01	\$55.02	\$66.02	\$91,541	\$114,442	\$137,322			
	1130	Exempt	Director of Human Resources									
	1600	Exempt	Director of Elections/General Registrar									
	2390	Exempt	Director of Planning									
	2450	Exempt	Director of Economic Development									
	3690	Exempt	Director of Public Works									
	7500	Exempt	Director of Public Utilities									
30	9000	Exempt	Chief of Fire and EMS	\$46.21	\$57.77	\$69.32	\$96,117	\$120,162	\$144,186			
31	1390	Exempt	Director of Finance	\$48.52	\$60.65	\$72.79	\$100,922	\$126,152	\$151,403			
32	1150	Exempt	Assistant County Administrator	\$50.95	\$63.69	\$76.43	\$105,976	\$132,475	\$158,974			
33	1001	Exempt	County Attorney	\$53.50	\$66.87	\$80.25	\$111,280	\$139,090	\$166,920			
	Special		Seasonal Referees								\$32.00	Per Game
	Special		Seasonal Time Keepers								\$20.00	Per Game



FY26 Fluvanna County Pay Rates and Classifications

Mid-Range 25% above Min; Max 50% above Minimum
2,080 Annual Hours- PT Variable

FT

* 2,184 hrs annually included 208 hrs scheduled OT

Pay Band	Class	FLSA Status	Position Title	Full-Time Hourly Rates			% Change from Current MID	Full-Time Annual Pay (Expected)			Band Progression
				New MIN	New MID	New MAX		New MIN	New MID	New MAX	
5	8851	Non-Exempt	Library Clerk	\$13.88	\$17.35	\$20.82	1.7%	N/A	N/A	N/A	5.5%
	4090	Non-Exempt	P&R Camp Counselor Seasonal								
6	4131	Non-Exempt	Facilities Assistant	\$14.64	\$18.31	\$21.96	2.2%	N/A	N/A	N/A	5.5%
	4132	Non-Exempt	Museum Attendant								
	1612	Non-Exempt	Registrar Clerk								
7	3461	Non-Exempt	Convenience Ctr Attendant	\$15.45	\$19.31	\$23.18	2.7%	\$32,136	\$40,165	\$48,204	5.5%
	4065	Non-Exempt	Park Maintenance Worker								
	3150	Non-Exempt	Building Services Worker I								
8	3171	Non-Exempt	Grounds Maintenance Worker I	\$16.30	\$20.37	\$24.45	3.1%	\$33,904	\$42,370	\$50,856	5.5%
	3151	Non-Exempt	Building Services Worker II								
	8831	Non-Exempt	Library Assistant I								
9	1020	Non-Exempt	Commercial Kitchen Coordinator(PT/No Benefits)	\$17.20	\$21.50	\$25.80	3.7%	\$35,776	\$44,720	\$53,664	5.5%
	3172	Non-Exempt	Grounds Maintenance Worker II								
	8832	Non-Exempt	Library Assistant II								
10	7401	Non-Exempt	Assistant Equipment & Fleet Maintenance Technician	\$18.14	\$22.68	\$27.21	4.2%	\$37,731	\$47,174	\$56,597	5.5%
11	1052	Non-Exempt	Administrative Assistant- Admin Asst.	\$19.14	\$23.92	\$28.71	4.6%	\$39,811	\$49,754	\$59,717	5.5%
	1092	Non-Exempt	Admin Program Assistant- PT								
	1093	Non-Exempt	Children's Services Act (CSA) Programs Assistant								
	8833	Non-Exempt	Children's Program Specialist-Library								
	3180	Non-Exempt	Facility Maintenance Technician								
	1321	Non-Exempt	Financial Services Technician								
	1250	Non-Exempt	Human Resources Assistant								
	3184	Non-Exempt	HVAC Assistant								
	1094	Non-Exempt	Law Enforcement Support Technician								
	1811	Non-Exempt	Deputy Clerk I								
	1511	Non-Exempt	Deputy Commissioner I								
2540	Non-Exempt	Deputy Treasurer I									
12	4112	Non-Exempt	Active Seniors & Therapeutic Recreation Coordinator	\$20.19	\$25.24	\$30.29	5.2%	\$41,995	\$52,499	\$62,993	5.5%
	4114	Non-Exempt	Athletics and Special Events Coordinator								
	1611	Non-Exempt	Deputy Registrar-Assistant Registrar								
	3181	Non-Exempt	Facilities Maintenance Specialist								
	4113	Non-Exempt	Recreational Programs and Special Events Coordinator								
13	3431	Non-Exempt	Convenience Center Manager - Recycle Coordinator	\$21.30	\$26.63	\$31.95	5.7%	\$44,304	\$55,390	\$66,456	5.5%



FY26 Fluvanna County Pay Rates and Classifications

Mid-Range 25% above Min; Max 50% above Minimum FT
2,080 Annual Hours- PT Variable

* 2,184 hrs annually included 208 hrs scheduled OT

Pay Band	Class	FLSA Status	Position Title	Full-Time Hourly Rates				% Change from Current MID	Full-Time Annual Pay (Expected)			Band Progression
				New MIN	New MID	New MAX	New MIN		New MID	New MAX		
18	3634	Non-Exempt	Utilites System Operator V	\$27.84	\$34.80	\$41.76	8.2%	\$57,907	\$72,384	\$86,861	5.5%	
	9400	Non-Exempt	Emergency Management Generalist									
	7300	Non-Exempt	HVAC Specialist									
	1381	Non-Exempt	Purchasing Officer									
	2351	Non-Exempt	Senior Planner									
	3670	Non-Exempt	Project Manager, PT/Temp									
	6251	Non-Exempt	Communications Supervisor*(E911)									
19	1851	Exempt	Chief Deputy Clerk I	\$29.37	\$36.72	\$44.06	8.7%	\$61,090	\$76,378	\$91,634	5.5%	
	1550	Exempt	Chief Deputy Commissioner of the Revenue I									
	2510	Exempt	Chief Deputy Treasurer I									
	6281	Non-Exempt	Communications Operations Coordinator *(E911)									
	1091	Exempt	Executive Assistant / Clerk to the Board									
	1711	Exempt	Victim/Witness Manager									
	9101	Non-Exempt	EMT Advanced Life Support (ALS)									
	1384	Exempt	Management Analyst I									
	1251	Non-Exempt	Human Resources Generalist									
	3635	Non-Exempt	Chief Utilities Operator									
20	1852	Exempt	Chief Deputy Clerk II	\$30.99	\$38.74	\$46.49	9.2%	\$64,459	\$80,579	\$96,689	5.5%	
	1551	Exempt	Chief Deputy Commissioner of the Revenue II									
	2511	Exempt	Chief Deputy Treasurer II									
	1385	Exempt	Management Analyst II									
21	1121	Exempt	Information Technology Systems Engineer	\$32.69	\$40.87	\$49.04	9.7%	\$67,995	\$85,010	\$101,993	5.5%	
22	3550	Exempt	Utilities System Supervisor	\$34.49	\$43.11	\$51.74	10.3%	\$71,739	\$89,669	\$107,609	5.5%	
	1351	Exempt	CSA Manager									
23	3680	Exempt	Assistant Public Works Director	\$36.39	\$45.49	\$54.59	10.8%	\$75,691	\$94,619	\$113,537	5.5%	
24		None		\$38.39	\$47.99	\$57.59	11.3%	\$79,851	\$99,819	\$119,777	5.5%	
25	9100	Exempt	Emergency Medical Services Supervisor	\$40.25	\$50.63	\$60.38	11.9%	\$83,720	\$105,310	\$125,580	5.5%	
26	6291	Exempt	Director of Communications & Technology*(E911)	\$42.73	\$53.41	\$64.10	13.0%	\$88,878	\$111,093	\$133,318	5.5%	
	8800	Exempt	Library Director									
	2250	Exempt	Building Official									
27	1002	Exempt	Assistant County Attorney	\$45.08	\$56.35	\$67.62	12.9%	\$93,766	\$117,208	\$140,650	5.5%	
	1750	Exempt	Assistant Commonwealth Attorney									
	4290	Exempt	Director of Parks and Recreation									



FY26 Fluvanna County Pay Rates and Classifications

Mid-Range 25% above Min; Max 50% above Minimum FT
2,080 Annual Hours- PT Variable

* 2,184 hrs annually included 208 hrs scheduled OT

Pay Band	Class	FLSA Status	Position Title	Full-Time Hourly Rates			% Change from Current MID	Full-Time Annual Pay (Expected)			Band Progression
				New MIN	New MID	New MAX		New MIN	New MID	New MAX	
	3690	Exempt	Director of Public Works								
	7500	Exempt	Director of Public Utilities								
28	1130	Exempt	Director of Human Resources	\$47.56	\$59.45	\$71.34	13.5%	\$98,925	\$123,656	\$148,387	5.5%
	2390	Exempt	Director of Planning								
29	1600	Exempt	Director of Elections/General Registrar	\$50.17	\$62.72	\$75.26	14.0%	\$104,354	\$130,458	\$156,530	5.5%
	1120	Exempt	Director of Information Technology								
	2450	Exempt	Director of Economic Development								
30	9000	Exempt	Chief of Fire and EMS	\$52.93	\$66.17	\$79.40	14.5%	\$110,094	\$137,634	\$165,142	5.5%
	1390	Exempt	Director of Finance								
31				\$55.84	\$69.81	\$83.76	15.1%	\$116,147	\$145,205	\$174,221	6.0%
32	1150	Exempt	Assistant County Administrator	\$59.20	\$73.99	\$88.80	16.2%	\$123,136	\$153,899	\$184,704	6.0%
33		Exempt	County Attorney	\$62.75	\$78.43	\$94.13	17.3%	\$130,520	\$163,134	\$195,780	6.0%
34				\$66.51	\$83.14	\$99.77		\$138,351.00	\$172,939	\$207,527	

Summary of Proposed Pay Band Changes FY26 Pay Plan to Revised FY27 Pay Plan

This summary identifies the General Government positions proposed to move to a different pay band under the revised FY27 pay plan. It compares each role's current FY26 pay band assignment with the proposed revised assignment.

Some of these proposed changes reflect where positions benchmarked against Fluvanna County's competitive market, including Greene County, Louisa County, Goochland County, and Orange County. Other adjustments also support internal alignment and help relieve compression between bands.

Positions proposed to move: 38 | Upward moves: 32 | Downward moves: 6

Position Title	FY26 Pay Band	Proposed FY27 Pay Band	Change
Deputy Clerk I	10	11	Up 1 band
Deputy Commissioner I	10	11	Up 1 band
Deputy Treasurer I	10	11	Up 1 band
Facility Maintenance Technician	10	11	Up 1 band
Law Enforcement Support Technician	11	14	Up 3 bands
Utilities System Operator I (Trainee)	11	14	Up 3 bands
Deputy Clerk II	12	13	Up 1 band
Deputy Commissioner II	12	13	Up 1 band
Deputy Treasurer II	12	13	Up 1 band
Communications Officer I (No EMD Certification)*(E911)	13	14	Up 1 band
Victim/Witness Program Assistant	13	14	Up 1 band
Utilities System Operator II	13	15	Up 2 bands
Communications Officer II (With EMD Certification)*(E911)	14	15	Up 1 band
Communications Services Technician *(E911)	14	15	Up 1 band
Deputy Clerk III-Criminal Division Clerk & Executive Assistant	14	15	Up 1 band
Deputy Clerk III-Jury Management Coordinator	14	15	Up 1 band
Deputy Commissioner of the Revenue III	14	15	Up 1 band
Deputy Treasurer III	14	15	Up 1 band
Grounds Services Supervisor	14	15	Up 1 band
Utilities System Operator III	14	16	Up 2 bands
Communications Team Lead*(E911)	15	16	Up 1 band

Position Title	FY26 Pay Band	Proposed FY27 Pay Band	Change
IT Systems Specialist	15	17	Up 2 bands
Utilities Specialist	16	17	Up 1 band
Utilities System Operator IV	16	17	Up 1 band
Human Resources Generalist	16	19	Up 3 bands
Communications Supervisor*(E911)	17	18	Up 1 band
Project Manager, PT/Temp	17	18	Up 1 band
Utilities System Operator V	17	18	Up 1 band
Chief Utilities Operator	18	19	Up 1 band
Communications Operations Coordinator *(E911)	18	19	Up 1 band
CSA Manager	21	22	Up 1 band
Information Technology Systems Engineer	22	21	Down 1 band
Building Official	25	26	Up 1 band
Director of Public Utilities	29	27	Down 2 bands
Director of Public Works	29	27	Down 2 bands
Director of Human Resources	29	28	Down 1 band
Director of Planning	29	28	Down 1 band
Director of Finance	31	30	Down 1 band

Note: Positions not listed above are proposed to remain in their current FY26 pay band.

FLUVANNA COUNTY BOARD OF SUPERVISORS					TAB B
AGENDA ITEM STAFF REPORT					
MEETING DATE:	April 8, 2026				
AGENDA TITLE:	Fiscal Year 2027 Operations Budget and Tax Rates				
MOTION(s):	I move the Board of Supervisors adopt the resolution entitled “A Resolution to Adopt the FY27 Operations Budget, Set the Tax Rates and Appropriate Funds.”				
BOS WORKPLAN?	Yes	No	If yes, list item(s):		
		X			
AGENDA CATEGORY:	Public Hearing	Action Matter	Presentation	Consent Agenda	Other
		X			
STAFF CONTACT(S):	Tori Melton, Director of Finance				
PRESENTER(S):	Tori Melton, Director of Finance				
RECOMMENDATION:	<p>Approve the resolution to set the tax rates with a revised Real Property tax rate of \$0.777 per \$100, a Personal Property tax rate of \$4.10 per \$100, a Business Personal Property Tax Rate of \$2.90 per \$100, a Personal Property Public Service Tax Rate of \$4.10, a Machinery & Tools tax rate of \$1.90 per \$100 and adopt the FY27 Operations Budget.</p> <p>General Fund Operations \$ 107,955,602 Capital Improvements Plan \$ 55,177,429 Enterprise Funds \$ 4,211,857 TOTAL: \$167,344,888</p>				
TIMING:	Effective Immediately				
DISCUSSION:	This action will allow adequate time to prepare for the June 5 th tax billing cycle. The Code of Virginia, § 15.2-2503, requires the governing body to approve the budget and set a tax rate for the budget year no later than the date on which the fiscal year begins.				
FISCAL IMPACT:	Adoption of the FY2027 operational budget and tax rates will establish authorization for receipt of revenues and disbursements of expenses.				
POLICY IMPACT:	Required by state code.				
LEGISLATIVE HISTORY:	N/A				
ENCLOSURES:	“A Resolution to Adopt the FY27 Operations Budget, Set the Tax Rates and Appropriate Funds”				
REVIEWS COMPLETED:	Legal	Finance	Purchasing	HR	Other
		X			



BOARD OF SUPERVISORS

County of Fluvanna
Palmyra, Virginia

RESOLUTION No. **13-2026**

A RESOLUTION TO ADOPT THE FY27 OPERATIONS BUDGET, SET THE TAX RATES AND APPROPRIATE FUNDS

WHEREAS, it is the responsibility of the Fluvanna County Board of Supervisors to approve and control the County's fiscal plan for FY27; and,

WHEREAS, the Board of Supervisors has received numerous staff reports; received comments from residents at a duly advertised public hearing on April 1, 2026; and has reviewed each request for funding;

NOW, THEREFORE, BE IT RESOLVED by the Fluvanna County Board of Supervisors this 8th day of April 2026, that the Fluvanna County budget totaling **\$167,344,888** is adopted and the tax rates for FY27, the period July 1, 2026 through June 30, 2027, are set as given below:

COUNTY TAX RATES

Real Estate	\$0.777 per \$100 of assessed value
Mobile Homes	\$0.777 per \$100 of assessed value
Public Service Corps.	\$0.777 per \$100 of assessed value
Personal Property (Residential)	\$4.10 per \$100 of assessed value
Personal Property (Business)	\$2.90 per \$100 of assessed value
Personal Property (Public Utilities)	\$4.10 per \$100 of assessed value
Machinery & Tools	\$1.90 per \$100 of assessed value

BE IT FURTHER RESOLVED that the Board of Supervisors does hereby budget and appropriate to the COUNTY OPERATING BUDGET the following revenues and expenditures; this appropriation is also conditioned on the understanding that, with regard to the operating budget for the School system, revenues received from the Commonwealth will be expended prior to local dollars:

GOVERNMENTAL REVENUES

Local	\$61,992,928
State	44,344,428
Federal	3,151,735
TOTAL	\$109,489,091

GOVERNMENTAL EXPENDITURES

General Government Administration	\$ 4,710,453
Judicial Administration	2,033,349
Public Safety	16,172,604
Public Works	4,624,483
Health and Welfare	8,039,716
Education	60,387,459
Parks and Recreation	1,550,355
Community Development	1,640,455
Non-Departmental	1,356,702

Debt Service 7,440,026
TOTAL **\$ 107,955,602**

BE IT FURTHER RESOLVED that for budgeting and accounting purposes, the adopted budget revenues and expenditures for the Capital Improvements fund are set as follows:

Capital Fund Revenues*
 Local Use of General Fund Balance \$10,779,099
 Grants 43,898,330
 Proceeds from Indebtedness 0
TOTAL **\$54,677,429**

Capital Fund Expenditures
 Community Development \$ 0.00
 Community Services 699,000
 Public Works 2,854,929
 Public Utilities 44,655,330
 Public Safety 3,828,170
 Schools 3,140,000
TOTAL **\$ 55,177,429**

*Capital fund revenues are supplemented by transfers from the General Fund.

FINALLY BE IT RESOLVED that for budgeting and accounting purposes the adopted budget revenues and expenditures for the Enterprise funds are set as follows:

	Expenditures	Revenues
School Food Service	\$2,482,925	\$2,482,925
Fork Union Sanitary District	495,661	495,661
Palmyra Sewer*	258,032	20,000
ZXR**	975,239	179,782
TOTAL	\$4,211,857	\$3,178,368

**Utility fund & ZXR revenues are supplemented by transfers from the General Fund.

THE FOREGOING RESOLUTION WAS DULY AND REGULARLY ADOPTED by the Fluvanna County Board of Supervisors at the annual Organizational Meeting of the Board held on the 8th day of April, 2026;

	AYE	NAY	ABSTAIN	ABSENT	MOTION	SECOND
Christopher Fairchild, Cunningham District						
John M. Sheridan, Columbia District						
Anthony P. O'Brien, Rivanna District						
Timothy M. Hodge, Palmyra District						
David M. Goad, Fork Union District						

Attest:

 Anthony P. O'Brien, Chair

**FLUVANNA COUNTY BOARD OF SUPERVISORS
AGENDA ITEM STAFF REPORT**

TAB C

MEETING DATE:	April 8, 2026				
AGENDA TITLE:	Fiscal Year 2027 – 2031 Capital Improvements Plan				
MOTION(s):	I move the Board of Supervisors adopt the resolution entitled “Adoption of the FY2027-2031 Capital Improvements Plan.”				
BOS WORKPLAN?	Yes	No	If yes, list item(s):		
		X			
AGENDA CATEGORY:	Public Hearing	Action Matter	Presentation	Consent Agenda	Other
		X			
STAFF CONTACT(S):	Tori Melton, Director of Finance				
PRESENTER(S):	Tori Melton, Director of Finance				
RECOMMENDATION:	Approval of the resolution to adopt Fiscal Year 2027-2031 Capital Improvements Plan as outlined.				
TIMING:	Effective Immediately				
DISCUSSION:	N/A				
FISCAL IMPACT:	FY27 Capital Improvements Plan outlines expenditures that are included in the FY27 budget. FY27-31 Capital Improvements Plan items are approved as planning projects only.				
POLICY IMPACT:	This action will allow administration and staff to plan projects and resources accordingly.				
LEGISLATIVE HISTORY:	N/A				
ENCLOSURES:	Resolution entitled “Adoption of FY2027-2031 Capital Improvements Plan”				
REVIEWS COMPLETED:	Legal	Finance	Purchasing	HR	Other
		X			



BOARD OF SUPERVISORS
 County of Fluvanna
 Palmyra, Virginia

RESOLUTION No. 14-2026

A RESOLUTION TO ADOPT THE FY27-31 CAPITAL IMPROVEMENTS PLAN

At a meeting of the Fluvanna County Board of Supervisors held in the Administration Building Morris Room at 6:00 PM on Wednesday, April 8, 2026, the following resolution was adopted by the Board of Supervisors, the vote being as shown below and recorded in the minutes of the meeting.

WHEREAS, it is the responsibility of the Fluvanna County Board of Supervisors to approve the County’s Capital Improvements Plan; and,

WHEREAS, the Capital Improvements Plan recommends the initiation and completion of numerous capital projects based upon staff recommendations and citizen input; and,

WHEREAS, the Board of Supervisors held a public hearing on the proposed Capital Improvements Plan on April 1, 2026; and,

WHEREAS, the Board of Supervisors has approved the FY2027 Capital Improvements Budget as part of the overall Fluvanna County Budget;

NOW THEREFORE, BE IT RESOLVED by the Board of Supervisors that the FY 2027-2031 Capital Improvements Plan hereby be approved.

THE FOREGOING RESOLUTION WAS DULY AND REGULARLY ADOPTED by the Fluvanna County Board of Supervisors at the annual Organizational Meeting of the Board held on the 8th day of April, 2026;

	AYE	NAY	ABSTAIN	ABSENT	MOTION	SECOND
Christopher Fairchild, Cunningham District						
John M. Sheridan, Columbia District						
Anthony P. O’Brien, Rivanna District						
Timothy M. Hodge, Palmyra District						
David M. Goad, Fork Union District						

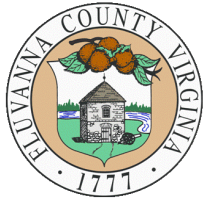
Attest:

 Anthony P. O’Brien, Chair
 Fluvanna County Board of Supervisors

FLUVANNA COUNTY BOARD OF SUPERVISORS AGENDA ITEM STAFF REPORT

TAB D

MEETING DATE:	April 8, 2026				
AGENDA TITLE:	A Resolution Requesting the Governor of Virginia to amend HB 1491				
MOTION(s):	I move that the Board of Supervisors adopt a resolution requesting the Governor of Virginia to amend the electric transmission setback requirements from 150 feet to 500 feet in House Bill 1491				
BOS WORKPLAN	Yes	No	If yes, list item(s):		
		X			
AGENDA CATEGORY:	Public Hearing	Action Matter	Presentation	Consent Agenda	Other
		X			
STAFF CONTACT(S):	Dan Whitten, County Attorney				
PRESENTER(S):	Dan Whitten, County Attorney				
RECOMMENDATION:	Approve				
TIMING:	Routine				
DISCUSSION:	<ul style="list-style-type: none"> • Virginia lawmakers have passed House Bill 1491 (Singh). As originally introduced, it included a provision that “no line shall be approved for construction pursuant to this subsection if (1) any portion of the line is located within 500 feet of a public or private school, residential property, daycare, park, playground, recreational area, or place of worship unless no other feasible alternative to such location exists.” • In February a House Labor and Commerce Subcommittee proposed a substitute, which changed the setback distance from 500 feet to 150 feet; that substitute passed both chambers and is awaiting the Governor’s action. • This Resolution asks the Governor to change the setback distance back to 500 feet. 				
FISCAL IMPACT:	N/A				
POLICY IMPACT:	N/A				
LEGISLATIVE HISTORY:	N/A				
ENCLOSURES:	Resolution Requesting the Governor to Amend HB 1491				
REVIEWS COMPLETED:	Legal	Finance	Purchasing	HR	Other
	X				



BOARD OF SUPERVISORS
 County of Fluvanna
 Palmyra, Virginia

RESOLUTION No. 15-2026

A RESOLUTION REQUESTING THE GOVERNOR TO AMEND HB 1491 (DEL. SINGH)

WHEREAS, on January 23, 2026 Del. JJ Singh (D – 26) introduced House Bill 1491, which added language to § 56-46.1 of the Code of Virginia to minimize impacts of overhead transmission lines on residential communities, schools, places of worship, and public lands, and included a provision that “no line shall be approved for construction pursuant to this subsection if (1) any portion of the line is located within 500 feet of a public or private school, residential property, daycare, park, playground, recreational area, or place of worship unless no other feasible alternative to such location exists”; and

WHEREAS, on February 5, 2026, House Labor and Commerce Subcommittee #3 offered a substitute that reduced the setback distance from 500 feet to 150 feet, which substitute was subsequently passed by both the House and the Senate, and now awaits the Governor’s action; and

WHEREAS, Fluvanna County residents have expressed their appreciation for the intent of the original language, and concern with the diminishment of the setback from 500 feet to 150 feet; and

WHEREAS, the Board of Supervisors of Fluvanna County is concerned about the negative effects of close proximity high-voltage transmission lines which will lead to visual, historical, cultural, and health impacts on Fluvanna County properties;

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of Fluvanna County, Virginia, as follows:

That the Fluvanna County Board of Supervisors hereby requests that Governor Spanberger amend the legislation to restore the original setback distance of 500 feet from dwellings, schools, daycares, and places of worship; and

That a copy of this resolution be forwarded to the Governor of Virginia and to Fluvanna County's representatives in the Virginia General Assembly.

	AYE	NAY	ABSTAIN	ABSENT	MOTION	SECOND
Christopher Fairchild, Cunningham District						
D. Mike Goad, Fork Union District						
Timothy M. Hodge, Palmyra District						
Anthony P. O’Brien, Rivanna District						
John M. Sheridan, Columbia District						

Attest:

 Anthony P. O’Brien, Chair
 Fluvanna County Board of Supervisors