

Minutes
Floyd County Board of Supervisors
Regular Meeting
August 13, 2024

1. Called to Order – Chairman Turman called the meeting to order at 8:30 am or soon thereafter.

2. Opening Prayer – The opening prayer was offered by Supervisor Bechtold.

3. Pledge of Allegiance – County Administrator Linda Millsaps offered the Pledge of Allegiance.

4. Quorum – Dr. Millsaps called the roll. A quorum was found of all Supervisors.

PRESENT: Joe D. Turman, Chairman; Jerry W. Boothe, Vice Chairman; Linda DeVito Kuchenbuch, remote in a secure location, Kalinda Bechtold, and Levi Cox, Board Members; Linda Millsaps, County Administrator; Kim Chiddo Deputy County Administrator/CFO, Danny Lowery IT Operations Manager to live stream and film the meeting.

5. Approval of Agenda – On a motion by Supervisor Boothe, seconded by Supervisor Kuchenbuch and approved as amended to add to the agenda, adding § 2.2-3711 A.1 to close section.

6. Approval of Disbursements – On a motion by Supervisor Boothe, seconded by Supervisor Cox and unanimously carried to approve the disbursement as presented.

7. Approval of Minutes - On a motion by Supervisor Cox seconded by Supervisor Boothe and unanimously carried to approve the minutes from 07/23/2024 and 07/30/2024 Public Hearing.

8. Presentations:

- a. **Dr. Cromer, Floyd County Superintendent, and Darin Boothe, Finance Director**

Dr. Cromer updated the Board on the following:

- First day of school, all excited
- The School Board meeting was short, crisis plan was approved Department of Criminal Justice and School Safety has a new template.
- Discussed and had some policy revisions
- All in Spending – Especially with the Virginia Literacy Act. This is the first official implementation year. Requires a lot of training for staff
- New traffic patterns have helped and continue to visit it to improve the process even more.
- Working through a lot of internal shifts.

b. David Clarke, Virginia Department of Transportation

Mr. Clarke gave an update on the following:

Maintenance on the following:

- Erosion
- Dust Control
- Preparing for the storm (Several days) (Check hit the hardest)
- Hand patching on 221, Franklin Pike, service streets especially at King Store
- Pipes at Good Neighbors Road
- Mowing and Trimming

Supervisor Bechtold asked for an update on The Indian Valley Closure is it still scheduled to be completed on the 16th? Also, note that Fire House Road needs attention especially since that is the detour from the Indian Valley Closure.

Supervisor Cox asked if Mr. Clarke could check out Lick Ridge as it is pretty rough.

Supervisor Boothe asked for an update on the 40 MPH change request. Mr. Clarke stated that they are working on it as it will shift the 40 MPH from town, and 25 MPH maker through to the dumpsters. Also asked if Hope Road was still on the agenda in which Mr. Clarke replied yes.

Supervisor Kuchenbuch thanked Mr. Clarke for his leadership and emphasized the request to thank all the VDOT staff for the excellent work and for going above and beyond regarding the festival and how there were no issues.

Supervisor Kuchenbuch noted Kennedy School Road, the water staying on the Road and needs attention. As well as a lot of trees in Right away and asks VDOT to be proactive. Lastly, Supervisor Kuchenbuch noted that the board has talked about issues with this section of Road and tragically Floyd County has lost another life on Route 8.

Supervisor Turman also noted that wrecks have increased on Lumber Lane, especially on that turn with people pulling out. This needs to be looked at for a possible speed reduction. Supervisor Turman also shared that he has seen a good amount of Road Signs along various routes where tree limbs are covering the actual sign.

c. Jacob Agee, Director of Parks and Recreation:

- Mr. Agee discussed the Wilderness Camp and presented the following:



WILDERNESS SURVIVAL CAMP

July 8-July 12 2024

After Action Report/Improvement Plan

INTRODUCTION

FCPR introduced our first ever “Wilderness Survival Camp” this past July. The camp was Monday-Friday from 9:00-12:30PM. The registration fee was \$150 per child. We had 9 total participants.

The basis of the camp was to teach techniques and skills that will give our campers the basic skills to survive in the great outdoors. Topics covered included: how to create your own rope, how to create a solar oven/cook food with limited supplies, plant and food ID, how to purify water, how to create basic shelters, and everything in between. Each morning began with a hike of the trail, followed by a period of instruction, followed by a period of applying what was learned. The idea was to structure the educational components of the camp so that the skills learned on Monday would build into the activities of Tuesday, and so on.

Miles ran the entire camp from start to finish. He did a GREAT job and is really invested in this sort of work.

Financials:

- Registration fee was \$150 per camper. 9 campers= revenue of \$1350.
- Total expenses (including staff labor and camp supplies) came out to \$976.04.
- We made a profit of \$373.96
- Much of the equipment/supplies bought this year can be reused next year, which will increase our profit margin/decrease overall cost.
- Camps are set up to grow at scale. I establish a baseline of our expenses and create a break even point for the event. In most cases, the break even point is going to be around 5 kids minimum. The amount of profit jumps exponentially for each registrant over the minimum. At 10 registrants, we would make \$551 in profit. At 20 kids, we make \$1845 in profit.
- Here is a link to Miles’ budget/actual financials from the event. He did a great job with this. [2024 Summer Camp Financials - Wilderness Survival.xlsx \(sharepoint.com\)](#)

STRENGTHS

- 1) New program with a lot of relative interest. Our parents have been asking for a more robust summer camp system for a while now.
- 2) Very engaged staff. Parent feedback indicated Miles did a great job with the entire process. The topics discussed/learned were in depth and well researched.
- 3) Enthusiasm from our youth. Miles cited several instances of kids being genuinely excited to attend camp every day. One child actually cried when camp ended on Friday.
- 4) Beautiful, natural setting for a camp like this. (Rec Park)

AREAS OF IMPROVEMENT

- 1) After program parent surveys indicated the program would've been more impactful if it was a full day camp rather than a half day.
- 2) There were learning moments- such as how to more efficiently set equipment/stations up, how to wrangle the kids in the mornings, how to best structure snack/food time, etc. Little efficiency lessons will lead to a smoother camp next year.
- 3) Possible 2nd part time worker. If we have more than 9 or 10 participants, I feel it would be important to have a second set of eyes watching the kids.
- 4) The addition of a department 14 passenger bus would be a huge asset. It would allow us to go zip lining, take a trip to buffalo mountain, visit other areas of the county, etc. A bus would not only increase the educational utility of this camp specifically, but our entire camp system as a whole. We have Tides funds available for this purchase.

APPENDIX B – AFTER ACTION PARENT SURVEY. 2 RESPONDANTS

- 1) Please rate your experience with the following: [Registration Process]**
 - a. Good**
 - b. Good**
- 2) Please rate your experience with the following: [Registration and Program Staff]**
 - a. Very Good**
 - b. Good**
- 3) Please rate your experience with the following: [Instructor's Knowledge]**
 - a. Very Good**
 - b. Good**
- 4) Please rate your experience with the following: [Instructor's Personality and Helpfulness]**
 - a. Excellent**
 - b. Good**
- 5) Please rate your experience with the following: [Program Location]**
 - a. Very Good**
 - b. Good**
- 6) Please rate your experience with the following: [Length of Program]**
 - a. Very Good**
 - b. Good**
- 7) Please rate your experience with the following: [Cost of Program]**
 - a. Average**
 - b. Average**
- 8) Please rate your experience with the following: [Quality of Facilities]**
 - a. Average**
 - b. Good**
- 9) Please rate your experience with the following: [Overall Program Quality]**
 - a. Good**
 - b. Good**

- 10)** How likely are you to recommend this program to a friend or colleague? 1-10
- a.** 7
 - b.** 10
- 11)** How did you hear about this program?
- a.** Email
 - b.** Email
- 12)** Would this program have been more impactful/helpful if it was a full day rather than a half day?
- a.** Yes
 - b.** Yes
- 13)** Do you think investing in a more robust, diverse camp selection would be a worthwhile investment of tax dollars? (FCPR would like to offer more numerous and a more diverse selection of camps beginning next summer)
- a.** Yes
 - b.** Yes
- 14)** Areas we can improve? (Open ended question)
- a.** N/A
 - b.** N/A

Supervisor Turman read the handicap statement

9. Public Comment –

David Whitaker – Courthouse District

Mr. Whitaker shared:

- There is an event coming up this weekend on 8/18/2024, Antique Tractor Fun Run.
- The event proceeds go toward the medical expenses for children.
- Last year's proceeds went towards one child.
- This year it appears two children will be assisted.
- Mr. Whitaker asked the board if they could find money to be a sponsor or to give a donation.

Anthony Reynolds – Locust Grove District

Mr. Reynolds shared:

- Lives approximately 1 mile north of Festival Park
- Not against Floyd Fest
- Shared that he listened 4 days straight to music
- Reached out to Floyd Fest and spoke with Sam Calhoun
- Noted per the conversation Mr. Reynolds states he had with Mr. Calhoun, Mr. Calhoun stated the festival staff measured the decimals, and 9 decimals were stated.
- Also, per the conversation Mr. Reynolds states he had with Mr. Calhoun, Mr. Calhoun plans to re-arrange the stages in an attempt to address the neighbors.
- No traffic issues
- Something needs to be done

Supervisor Turman declared public comment over.

10. Old Business:

a. PSA Charter Review

A conversation ensued by the Board of Supervisors, Staff, and Attorney Steve Durbin about the PSA Charter and the upcoming expiration. Mr. Durbin noted that

the Charter, per the Virginia Water Waste Authority Act, can be renewed up to 50 years or less. Also, stated that the original organization can continue to operate. Supervisor Turman asked if it expires is there a liability issue. Mr. Durbin noted that is a good question and suggested that it would be a good idea to go ahead and extend the Charter and this can be done with a resolution on our part. It was also noted that the Town would also have to put "something" in place as well regarding the extension.

Supervisor Kuchenbuch stated that maybe we should consider a 1-year extension and Supervisor Boothe stated he would recommend 10 years. Mr. Durbin stated that he would prepare the resolution, and the length of time can be discussed when the resolution is an agenda item.

b. Karla Turman County Planner:

- Comprehensive Plan Update:

Ms. Turman gave the board an update on the Comprehensive Plan Update. Ms. Turman passed out the following Comprehensive Plan Community Engagement Plan schedule:

**FLOYD COUNTY COMPREHENSIVE PLAN
COMMUNITY ENGAGEMENT PLAN**

DATE	EVENT	NOTES
06/26/24	Givelocal Nonprofit Event	Completed
07/06/24	Independence Day celebration	Completed
08/03/24	Citizen's Finish Line Celebration	Completed
<u>08/08/24</u>	<u>Elementary schools Open</u> Ho1:1ses	<u>6anceeel</u>
08/10/24	Farmers Market	Completed

08/12/24	Plenty! (Mon, Tues, Thurs)	Completed
08/15/24	Small Town Summer	Event honoring Coach Beale
08/23/24	FCHS Football Game	Tabitha and Karla to pick one date
08/30/24	FCHS Football Game	
09/14/24	Livestock and County Fair	
09/20/24	FHS Football Game (homecoming)	
10/19/24	Citizen's Annual Dinner	

11. Closed Session:

On a motion by Supervisor Boothe, seconded by Supervisor Kuchenbuch and passed unanimously, the Board voted to move to closed session under, § 2.2-3711 A.1, § 2.2-3711 A.7, and § 2.2-3711 A.8

Supervisor Bechtold – yes
 Supervisor Boothe – yes
 Supervisor Cox – yes
 Supervisor Kuchenbuch – yes
 Supervisor Turman - yes

- a. § 2.2-3711 A.1 - Discussion, 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 the 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. Nothing in this subdivision, however, shall be construed to authorize a closed meeting by a local governing body or an elected school board to discuss compensation matters that affect the membership of such body or board collectively. Personnel

- b. § 2.2-3711 A.7 - Consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in an open meeting would adversely affect the negotiating or litigating posture of the public body. 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. Freedom of Information Act

- c. 2.2-3711 A.8 Consultation with legal counsel employed or retained by a public body regarding specific legal matters requiring the provision of legal advice by such counsel. 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. Rescue Volunteer

On a motion by Supervisor Kuchenbuch, seconded by Supervisor Bechtold, and unanimously carried, the Board voted to come out of closed session.

Supervisor Bechtold – yes
Supervisor Kuchenbuch – yes
Supervisor Boothe – yes
Supervisor Cox – yes
Supervisor Turman - yes

On a motion by Supervisor Boothe seconded by Supervisor Cox, and unanimously carried, the Board certified that the Board only discussed those matters they went into closed session for.

Supervisor Bechtold – yes
Supervisor Boothe – yes
Supervisor Cox – yes
Supervisor Kuchenbuch – yes
Supervisor Turman - yes

12. New Business

a. Emergency Declaration:

On a motion by Supervisor Boothe, seconded by Supervisor Cox and unanimously carried to approve the signing of the Emergency Declaration.

b. FY25 Legislative Agenda, re: VACo meeting.

c. Personnel Policy re-write high-level direction:

County Administrator Linda Millsaps reviewed the following with the board. This copy was provided to the board:



Potential Areas for Review Personnel Policy August 13, 2024

Update to Match Current Law and Practice

- Discrimination language (changed)
- Parental Leave
- Covered v. Exempt Standards (changed)
- Better Define Types of Work Structures to Reflect Current Practice
 - Work from home (occasional)
 - Flextime
 - Professional/Paraprofessional/Hourly/Management/Leadership
 - Address Changes to Weather Policy
 - Add sections for specialized work structures (24-hour shifts for EMS, weekend work for solid waste, etc.)

Shift Tone of Document

- More Positive
- Keys to Successful Employment
- Recognize and Use the More Team Driven Management Style and Structure

Wage and Hours

- Better Clarify Practice for Overtime and Comp Time
- Recognize Different Classes of Employees and how Wage and Hour Laws Impact them.
- Clarify Issues and Practices Related to Workers Comp and Workplace Injury
- Rules related to Accrual of Comp Time
- Salary Increase Process - COLA, Annual, Anniversary, Merit, Bonus etc.
 - Link to Budget Process

Other

- Simplify Grievance Process
- Move Employee Reimbursement Rules for Travel to IRS and Commonwealth Standards
- Include New Standards for Employee Purchases that Reflect Munis Capabilities
- Include New Standards for Credit Card Usage
- Take Home Vehicle Policy
- Incorporate Cybersecurity Requirements

13. Board Time

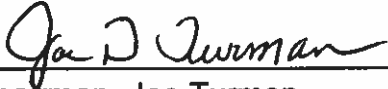
14. County Administrators Report – Dr. Millsaps offered the following information about staff activities.

- a) Franklin Pike update - status
- b) Emergency Management – Kevin Sowers led the organization in preparation
- c) Business Round Table Time Kaine
- d) Festivals Update – Yoga Jam and Living Traditions (Art Center)
- e) Internation Woodworking Show update – Lydeana

15. Correspondence –

Deputy County Administrator Chiddo gave the board an overview of items in the correspondence packet.

16. Adjournment – On a motion by Supervisor Cox, seconded by Supervisor Kuchenbuch, and passed unanimously, the Board voted to adjourn until the next meeting on 08/27/2024 at 5:00 p.m. (or soon thereafter)



Chairman, Joe Turman



County Administrator Linda Millsaps