

A regular meeting of the Board of Supervisors of Albemarle County, Virginia, was held on March 3, 2010, at 9:00 a.m., Lane Auditorium, County Office Building, McIntire Road, Charlottesville, Virginia.

PRESENT: Mr. Kenneth C. Boyd, Mr. Lindsay G. Dorrier, Jr., Ms. Ann H. Mallek, Mr. Dennis S. Rooker, Mr. Duane E. Snow, and Mr. Rodney S. Thomas.

ABSENT: None.

OFFICERS PRESENT: County Executive, Robert W. Tucker, Jr., County Attorney, Larry W. Davis, Clerk, Ella W. Jordan, and Senior Deputy Clerk, Meagan Hoy.

Agenda Item No. 1. The meeting was called to order at 9:00 a.m., by the Chair, Ms. Mallek.

Agenda Item No. 2. Pledge of Allegiance.
Agenda Item No. 3. Moment of Silence.

Agenda Item No. 4. Recognitions.

Item No. 4a. Resolution Designating 2010 as The Year of the Rivanna in recognition of the 40th Anniversary of Virginia's Scenic Rivers Program.

Ms. Mallek read the following resolution:

***Resolution Designating 2010 as The Year of the Rivanna
As a Part of The 40th Anniversary
of Virginia's Scenic Rivers Program***

Whereas *the Rivanna River was the first river in Virginia designated a State Scenic River; and*

Whereas *the Commonwealth of Virginia is celebrating the 40th Anniversary of the Scenic River Program; and*

Whereas *Fluvanna resident Minnie Lee McGehee spearheaded the successful effort to have the General Assembly create the Scenic River Program; and*

Whereas *the Federal Government has designated the Rivanna as a "National Treasure," the only river so honored in Virginia; and*

Whereas *the General Assembly created the Rivanna River Basin Commission, a regional organization to assist in maintaining and improving the water quality of the Rivanna River; and*

Whereas *the four jurisdictions (Albemarle, Charlottesville, Fluvanna and Greene), which constitute the greater part of the Rivanna River Basin, have acknowledged the importance of the Rivanna to their jurisdiction's health, welfare and economy;*

Now, Therefore, Be It Resolved, That *the Albemarle Board of County Supervisors does hereby designate 2010 as the Year of the Rivanna and extends it gratitude and appreciation to the many groups and organizations working together to organize the 40th Anniversary Celebration and to indicate its support of the Celebration.*

Item 4b. Thomas Jefferson Health District, Virginia's H1N1 Vaccination Program.

Ms. Mallek said on behalf of the Board of Supervisors and Albemarle County local government, she would like to recognize the Thomas Jefferson Health District for its outstanding service in vaccinating our community members against the H1N1 influenza. Our local health district received an award from the Virginia Department of Health recently for its vaccination work which noted that our district vaccinated the greatest percentage of its population among all 35 health districts in the Commonwealth.

Ms. Mallek said a mass vaccination of this type required significant organization and coordination along with great commitment from staff at all levels of the department. The Board appreciates the dedication and hard work of the Thomas Jefferson Health District staff, and understands that we as a community were able to avoid many of the most severe potential outcomes of this novel disease because we had such a proactive vaccination response.

In addition to vaccinations, the local health department has provided calm and informed leadership to the community in responding to H1N1 in general, including public information and outreach and working with our county staff and other health partners to make sure that prevention strategies were widely publicized and that our citizens were as prepared as possible.

Ms. Mallek then recognized Dr. Lilian Peake, the Director of the Thomas Jefferson Health District, and asked her to come forward to say a few words.

Dr. Lillian Peake thanked the Board for their recognition, noting in particular the work of Dana Chadwell – who was responsible for the logistics of the vaccination campaign. She stated that this

recognition is on behalf of their entire staff. The Health Department staff did an amazing job, working many hours of overtime. The dedication was inspiring to her.

Agenda Item No. 5. From the Board: Matters Not Listed on the Agenda.

Mr. Thomas reported that he is attending the fire and rescue meetings with Chief Eggleston, and there is an upcoming meeting in Crozet. He noted that the EMS Recovery is going well in Scottsville – no glitches and very simple paperwork for squad members to take care of. The paperwork is returned to the Squad from Martha Jefferson and the University of Virginia Hospitals.

Mr. Rooker acknowledged Albemarle High School's boy's track team, who won their second straight regional title. Mr. Rooker added that senior, Jordan Hill, was responsible for 37 of the 81 team points – and he won the triple jump, the long jump, and the high jump in the regional meet. He mentioned that this was Jordan's first time back from an injury since December.

Mr. Rooker reported that Google is planning to select one community to put high-speed fiber throughout the community. Albemarle, the City of Charlottesville and the University of Virginia are looking into it together. He noted that they are determining whether there would be any cost to the localities, emphasizing that it would be a great asset if the area were selected.

Ms. Mallek stated that this would be an excellent attractor for businesses.

Mr. Dorrier reported that he met with the Chairman of the Library Board and staff of the Scottsville Library. He wanted to put the fears to rest that the Scottsville Library will close. He said that legally, the money cannot all be taken from one branch; the fears that citizens have that the Library will be shut down is without foundation. He has consulted with Mr. Davis to make sure of it.

Mr. Davis explained that there are three categories of funding that comprise the Library appropriation – local services, such as funding for Scottsville and Crozet Libraries, which are provided 100 percent by the County. He said that the County determines the amount that would be provided for that local service. If the Library Board determined that the money was not adequate to operate a library, they could make a decision based on that premise – but the County would not be obligated to appropriate any of the money allocated to the local libraries. It would be all or nothing at that point for the Library Board. They could not take those funds and reallocate them for regional services or for Charlottesville/Albemarle Services. There would be no financial advantage to the Library Board to close a library based on finances alone.

Mr. Rooker commented that it would be unless they were not getting enough to operate a particular library. Mr. Davis said that was correct.

Mr. Tucker emphasized that the County would not recommend closing any branch library.

Mr. Rooker said that it is unfortunate that information about closing the libraries has gotten out; but he has responded as such to emails he's received about the issue. He has stated that the County would not recommend or propose closing any branch library.

Ms. Mallek stated that the Board has received many postcards from citizens regarding support for school funding. They are in the Clerk's office and available for Board members to review.

Ms. Mallek stated that the Board office has also received numerous petitions in support of the libraries, and they are also in the Clerk's office and available for Board members to review.

Ms. Mallek reported that the QuickStart Tennis Program is celebrating its second anniversary. It has been very successful, manned with volunteers and lots of grant funding. They take starter tennis programs to local elementary and middle schools. There will be a celebration and information on the program on Saturday, March 13th from 11:00 a.m. – 1:00 p.m., at ACAC, on Four Seasons Drive.

Ms. Mallek said she has information on the Governor's declaration of a natural disaster from the February snowstorms. This allows farmers the ability to apply for low-interest loans if they have had buildings collapse, animal deaths, or loss of feed. Last Thursday, a letter from Albemarle County was sent to the Governor requesting that the County also be declared a disaster due to the snowstorms. She also has fact sheets available that provide information about the various programs.

Ms. Mallek said that an application has been made to the National Register of Historic Places for a designation of homes and properties renovated or designed by Marshall Swain Wells – an architect trained at UVA who did many historic home renovations and designed over 100 houses for families in the area. The application contains many pages of local history, and is available in the Clerk's office.

Agenda Item No. 6. From the Public: Matters Not Listed for Public Hearing on the Agenda.

Ms. Greta Dishiemer, a resident of the County, representing IMPACT, said that she greatly appreciates the educational and cultural opportunities available in the community. She said that education

is particularly important to her, as she taught for 45 years in public schools and universities; two of her grandchildren attend County public schools. Ms. Dishiemer stated that for two years she has worked with a team from IMPACT on how to increase access to preschool kindergarten education for low-income children. She said that Bright Stars is a strong program with strong financial backing from the County in the past. She is present today to urge Board members to maintain the same level of support for publicly funded pre-K programs in the new budget year.

Ms. Dishiemer commented that the achievement gap between economically disadvantaged students and their more affluent classmates is not well-publicized, but it is very real. She said that studies show that the quality of pre-K programs can help close that achievement gap from one-third to one-half. Pre-K programs are "an investment in our future" and research has shown that the long-term benefits can far outweigh the initial costs. Ms. Dishiemer added that they can reduce the rates of special education, grade retention, and juvenile crime while increasing rates of high school graduation. She said that investment in publicly funded pre-K classes for lower income children can benefit students, schools, and the community. Children from low-income families can lose out on many of life's opportunities if they are not supported in their critical early years. Many of those present are the parents and grandparents of the more advantaged children in the community, but they value all children. IMPACT cares about providing early education for the poorest children in their midst. Giving that early opportunity, the children can enrich the community. IMPACT needs the Board to help them help the children. She asked the Board to maintain the current level of financial support for publicly funded pre-K programs in the coming budget year.

Ms. Dishiemer then invited Board members to attend the IMPACT Nehemiah Action at University Hall on March 22nd at 6:15 p.m. Many residents of the County from the 33 IMPACT congregations will be in attendance to welcome the Board and to thank them for the work they do on the citizen's behalf.

Reverend John Herman, Pastor of Peace Lutheran Church in the Hollymead area and a member of IMPACT, addressed the Board. He said that he appreciates the financial challenge the Board is now facing, adding that a lot of his colleagues in nonprofits and in congregations are facing these challenges at the same time – which leads to prioritization. Rev. Herman emphasized that one major priority for IMPACT is the children of the community, particularly low-income children – who often start school behind if they don't have access to a pre-K education. His Church also sends about a dozen people to Hollymead Elementary School each week to read with first graders as part of the "Book Buddy" Program. Rev. Herman stated that the best motivation is to invest in children now. He asked the Board to maintain their level of pre-K funding for educational programs, particularly Bright Stars. He also invited Board members to attend IMPACT's large group meeting on March 22nd.

Mr. Jack Marshall, President of Advocates for a Sustainable Albemarle Population (ASAP), addressed the Board. He stated that two years ago the Board voted to contribute \$25,000 for research examining the community's biological carrying capacity. He said that because of the County's faith in this effort, ASAP also received support from Charlottesville, from the Colcomb Foundation in Pittsburgh, and from ASAP friends and members.

Mr. Marshall noted that last August, Dr. Claire Jantz spoke to the Board about the findings from the first completed study and now all five studies in the first phase are completed. The full reports are posted on ASAPS's webpage. He said that the Board would soon be receiving a full accounting of how their funds were spent. The summaries he's distributed to Board members show that the five studies are different in focus, in data, and in methodology. Mr. Marshall stated that the study reported on in August used a sophisticated model to look at the decline in essential ecosystem services as population growth leads to changes in local land use. He added that the completed research includes the first ever analysis of Albemarle and Charlottesville's ecological footprint, done in collaboration with the California scientist who developed the concept. Mr. Marshall reported that another study provides an up-to-date assessment of groundwater in the County, new information about what is available, and it offers suggestions about sustainable groundwater extraction. He noted that the other two investigations explore the impacts of local population growth on stream health and air quality. Mr. Marshall said, while each study is far from definitive, the combination of all the studies should enrich the discussion of dealing with environmental limits as the community plans for a sustainable future. This is the first time an American locality has undertaken this kind of research, deliberately intended to help us address issues of local growth within local limits. They are starting to get a national buzz about it.

Mr. Marshall said that ASAP would like an opportunity to discuss the research with the Board, and answer questions. He added that they will be starting community outreach forums beginning this Friday, facilitated by UVA's Institute for Environmental Negotiation. He said that these meetings would include discussions with local stakeholders to try to get ideas about the implications for local public policy regarding community planning and population growth. Mr. Marshall said that without the County's support, this research could not have been done. Mr. Marshall thanked the Board for their initial support of the venture and look forward to talk with them further about the studies.

Mr. Neil Williamson, President of the Free Enterprise Forum, said the Forum spoke adamantly in opposition to the County government spending \$25,000 on the ASAP study. He said that the Forum have raised questions with Dr. Jantz. They appreciate the study but he does not know if it is a good use of government funds. Dr. Jantz's work was interesting but failed to adequately address the ecological contributions of converting pastureland to homes where trees are planted. Mr. Williamson stated that the information released yesterday speaks of "an ecological deficit" or overshoot, and this study suggests that if Albemarle only used everything within its own footprint, and there was a wall, it would be in a deficit.

This community would be in a world of hurt if we were not connected to the other communities around us. Mr. Williamson said to suggest that we have an ecological deficit because of a failure of a wall being in existence is a mistake. He emphasized that the issues of stormwater and groundwater are regional and state issues that combines Albemarle's ecological footprint with everyone else's. It is an important part of the study to consider beyond the borders of just Albemarle.

Agenda Item No. 7. Consent Agenda. **Motion** was offered by Mr. Rooker, **seconded** by Mr. Thomas, to approve Items 7.1 (as read) through 7.7 on the consent agenda, and to accept the remaining items for information. (Discussions on individual items are included with that agenda item.) Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Mallek, Mr. Rooker, Mr. Snow, Mr. Thomas, Mr. Boyd and Mr. Dorrier.
NAYS: None.

Item No. 7.1. Approval of Minutes: January 6, January 13 and February 10, 2010.

Mr. Thomas had read his minutes of January 6, 2010, and found them to be in order with the exception of some typographical errors.

Mr. Snow had read his minutes of January 13, 2010, and found them to be in order.

By the above-recorded vote, the minutes were approved as read. The remaining minutes were carried forward to the next meeting.

Item No. 7.2. FY 2010 Budget Amendment and Appropriations.

The executive summary states that Virginia Code § 15.2-2507 provides that any locality may amend its budget to adjust the aggregate amount to be appropriated during the fiscal year as shown in the currently adopted budget; provided, however, any such amendment which exceeds one percent of the total expenditures shown in the currently adopted budget must be accomplished by first publishing a notice of a meeting and holding a public hearing before amending the budget. The Code section applies to all County funds, i.e., General Fund, Capital Funds, E911, School Self-Sustaining, etc.

The total of the new requested FY 2010 appropriations, itemized below, is \$94,251.25. A budget amendment public hearing is not required because the cumulative appropriations will not exceed one percent of the currently adopted budget.

This request involves the approval of four (4) FY 2010 appropriations as follows:

- Three (3) appropriations (#2010064, #2010066, and #2010067) totaling \$79,751.25 for Education donations/programs; and
- One (1) appropriation (#2010068) totaling \$14,500.00 for operational costs of the EMS Cost Recovery program.

A description of this request is provided in Attachment A.

Staff recommends approval of the budget amendment in the amount of \$94,251.25 and the approval of Appropriations #2010064, #2010066, #2010067, and #2010068.

* * * *

Attachment A

Appropriation #2010064		\$ 13,000.00
Revenue Source:	Local Revenue:	\$13,000.00

January 14, 2010 School Board Meeting Appropriations: Albemarle High School received donations totaling \$13,000.00. The Freas Foundation donated \$10,000.00, the AHS Key Club donated \$600.00, and \$2,400.00 came from various donors. These donations were made to help fund the installation of a synthetic turf field at Albemarle High School.

Appropriation #2010066		\$ 14,500.00
Revenue Source:	Local Revenue:	\$14,500.00

This appropriation will provide \$14,500 in operational costs such as the fee paid to a third-party billing agency, printing and overtime costs to administer the Emergency Medical Services Cost Recovery program in FY 09/10. These costs will be funded through a portion of the revenues received from this program.

Appropriation #2010067		\$ 5,401.25
Revenue Source:	Local Revenue:	\$2,123.25
	Fund Balance:	\$3,278.00

January 28, 2010 School Board Meeting Appropriations: Albemarle High School received donations totaling \$2,123.25 from Jennifer and Lucian Lewis (\$100.00), Rita Schnipke (\$100.00), Catherine Coffman (\$300.00), Scott and Debbi Goodman (\$1,000.00), Fleishman-Hillard Inc. (\$100.00), and miscellaneous cash

donations (\$523.25). These donations were made to help fund the installation of a synthetic turf field at Albemarle High School. The current balance for FY 09/10 AHS Synthetic Turf Project is \$23,706.00 including these donations and the donations in Appropriation #2010064 above. The balance from FY 08/09 was \$4,366.66 for a grand total of \$28,072.66. A fund balance of \$325,000.00 is required to receive matching funds from an anonymous donor, requiring Albemarle High School to raise an additional \$296,927.34 to secure matching funds. The balance required to advance construction is \$650,000.00.

The Computer Equipment Replacement Fund has an unexpended fund balance of \$3,278.00 from FY 08/09. This will re-appropriate those funds for use in FY 09/10.

Appropriation #2010068		\$ 61,350.00	
Revenue Source:	Local Revenue:	\$350.00	
	Federal Revenue:	\$61,000.00	

February 11, 2010 School Board Meeting Appropriations: Western Albemarle High School received donations totaling \$350.00 from Brian and Esther Hannon (\$150.00), Mr. and Mrs. Ballard Jr. (\$25.00), Robert and Birgit Gutkowski (\$150.00), and John W. Boswell Jr. (\$25.00). These donations were made to help fund the installation of a synthetic turf field at Western Albemarle High School. The current balance for the FY 09/10 WAHS Synthetic Turf Project is \$350.00. The balances from FY 07/08 and FY 08/09 were \$8,450.00 and \$10,711.66 respectively, for a total of \$19,511.66. A fund balance of \$325,000.00 is required to receive matching funds from an anonymous donor, requiring Western Albemarle High School to raise an additional \$305,488.34 to secure matching funds. The balance required to advance construction is \$650,000.00.

Albemarle County Schools has been approved for additional School Improvement Funds under Title I, Part A, Section 1003(a) of the No Child Left Behind Act of 2001. The approved school, Mary Carr Greer Elementary, has been awarded \$61,000.00. These funds will be used to support Responsive Classroom Training (1 week for 25 teachers) and Expeditionary Learning Professional Development.

By the above-recorded vote, the Board approved the budget amendment in the amount of \$94,251.25 and approved Appropriations #2010064, #2010066, #2010067, and #2010068.

COUNTY OF ALBEMARLE								APP #2010064	
APPROPRIATION								DATE 3/3/2010	
								BATCH#	
EXPLANATION:		Education Programs - Board Meeting on January 14, 2010							
				SUB LEDGER			GENERAL LEDGER		
TYPE	FUND	DEPT	OBJECT	DESCRIPTION	CODE	AMOUNT	DEBIT	CREDIT	
2	9001	18100	181107	AHS Donations - Turf Project	J 2	13,000.00			
1	9001	60301	950245	AHS Syn Turf Field	J 1	13,000.00			
	9001		0501	Est. Revenue			13,000.00		
			0701	Appropriation				13,000.00	
TOTAL						26,000.00	13,000.00	13,000.00	

**COUNTY OF ALBEMARLE
 APPROPRIATION**

APP #2010066
 DATE 3/3/2010
 BATCH #

EXPLANATION: EMS Cost Recovery operational costs

				SUB LEDGER			GENERAL LEDGER		
TYPE	FUND	DEPT	OBJECT	DESCRIPTION	CODE	AMOUNT	DEBIT	CREDIT	
1	1000	32025	301216	DAB Fee	J 1	5,000.00			
1	1000	32025	350010	Printing-Copy Center	J 1	5,000.00			
1	1000	32025	120000	Overtime	J 1	2,000.00			
1	1000	32025	600402	Pharmaceutical Drugs	J 1	2,000.00			
1	1000	32025	580000	Miscellaneous	J 1	500.00			
2	1000	16000	161617	EMS Cost Recovery	J 2	14,500.00			
	1000		0501	Est. Revenue			14,500.00		
			0701	Appropriation				14,500.00	
TOTAL						29,000.00	14,500.00	14,500.00	

COUNTY OF ALBEMARLE								APP #2010067	
APPROPRIATION								DATE 3/3/2010	
								BATCH#	
EXPLANATION:		Education Programs - Board Meeting on January 28, 2010							
				SUB LEDGER			GENERAL LEDGER		
TYPE	FUND	DEPT	OBJECT	DESCRIPTION	CODE	AMOUNT	DEBIT	CREDIT	
2	9001	18100	181107	AHS Donations - Turf Project	J 2	2,123.25			
1	9001	60301	950245	AHS Syn Turf Field	J 1	2,123.25			

	9001		0501	Est. Revenue				2,123.25	
			0701	Appropriation					2,123.25
2	3907	510000	510100	Use of Fund Balance	J	2	3,278.00		
1	3907	61101	800700	ADP Equipment	J	2	3,278.00		
	3907		0501	Est. Revenue				3,278.00	
			0701	Appropriation					3,278.00
TOTAL							10,802.50	5,401.25	5,401.25

COUNTY OF ALBEMARLE								APP #2010068	
APPROPRIATION								DATE 3/3/2010	
								BATCH#	
EXPLANATION:								Education Programs	
								Board Meeting on February 11, 2010	

					SUB LEDGER			GENERAL LEDGER	
TYPE	FUND	DEPT	OBJECT	DESCRIPTION	CODE		AMOUNT	DEBIT	CREDIT
2	9002	18100	181107	WAHS Donations - Turf Project	J	2	350.00		
1	9002	60302	950245	WAHS Syn Turf Field	J	1	350.00		
	9002		0501	Est. Revenue				350.00	
			0701	Appropriation					350.00
2	3172	33000	330001	Federal Revenue	J	2	61,000.00		
1	3172	61101	312700	Prof Service Consultants	J	1	58,228.37		
1	3172	61101	580500	Staff Development	J	1	2,771.63		
	3172		0501	Est. Revenue				61,000.00	
			0701	Appropriation					61,000.00
TOTAL							122,700.00	61,350.00	61,350.00

Item No. 7.3. Resolution Endorsing The Rail Preservation Application of Buckingham Branch Railroad Company.

The following letter, dated February 10, 2010, was received from Claude Morris, Project Specialist, Buckingham Branch Railroad Company:

“Buckingham Branch Railroad sincerely appreciates the past support of Albemarle County. Buckingham Branch Railroad would like to ask Albemarle County for a resolution supporting Buckingham Branch’s request for funds from the Virginia Department of Rail and Public Transportation Rail Preservation Fund. Buckingham Branch Railroad will provide the local matching funds if these grants are approved. Should the locality have the funds and desire to be involved, Buckingham Branch will welcome local participation.

Buckingham Branch Railroad purchased and began to operate seventeen miles of track in Buckingham County in 1989. Since that time, we have leased 200 miles of track from CSX and commenced operating the Richmond and Alleghany Division on December 20, 2004. This operating lease was for track from Clifton Forge, Virginia to Richmond, Virginia, including 9.9 miles known as the Orange Branch.

We expanded our operations this year by leasing fifty-six additional miles of track from the Norfolk Southern Railroad. The Virginia Southern Division of Buckingham Branch Railroad runs from Burkeville, Virginia through Keysville to Clarksville, Virginia. We now supply rail service to numerous counties, towns and cities in the Commonwealth. Our expansion has also allowed us to provide additional jobs for families in Virginia.

One of our FY11 applications this year is requesting funding for upgrading two existing railroad bridges. The bridges are Moore’s Creek Bridge at MP179.9 in Albemarle County and Emmett Street Bridge @ MP183.4 located in the City of Charlottesville. The request for assistance is to replace the ties on both bridges and replace the ties and rail on Emmett Street Bridge. An existing walkway is requested to be replaced on Moore’s Creek Bridge and a new walkway installed on Emmett Street Bridge. We are requesting a total of \$266,893.00 for these projects.

If you have additional questions or comments, please feel free to contact me at our Dillwyn office.

A sample resolution is included and should be sent to Claude Morris at the address shown in the letterhead. The Virginia Department of Rail requires me to submit this resolution with our application before the end of April, 2010.”

By the above-recorded vote at the request of Buckingham Branch Railroad Company, the Board adopted the following resolution:

**RESOLUTION ENDORSING THE
RAIL PRESERVATION APPLICATION OF
BUCKINGHAM BRANCH RAILROAD COMPANY**

WHEREAS, the Buckingham Branch Railroad desires to file an application with the Virginia Department of Rail and Public Transportation for funding assistance for the projects; and

WHEREAS, Buckingham Branch Railroad has identified projects that are estimated to cost \$266,893.00; and

WHEREAS, the General Assembly, through enactment of the Rail Preservation Program provides for funding for certain improvements and procurement of railways in the Commonwealth of Virginia; and

WHEREAS, the Buckingham Branch Railroad is an important element of Albemarle County's transportation system; and

WHEREAS, the Buckingham Branch Railroad is instrumental in the economic development of the area, provides relief to the highway system by transporting freight, and provides an alternate means of transportation of commodities; and

WHEREAS, the Albemarle County Board of Supervisors supports the project and the retention of the rail service; and

WHEREAS, the Commonwealth Transportation Board has established procedures for all allocation and distribution of the funds provided;

NOW, THEREFORE, BE IT RESOLVED that the Albemarle County Board of Supervisors does hereby request the Virginia Department of Rail and Public Transportation to give priority consideration to the projects proposed by the Buckingham Branch Railroad.

Item No. 7.4. The Crossings at Fourth and Preston - Approve Commitment of Project-based Housing Choice Vouchers.

The executive summary states that Virginia Supportive Housing (VSH) is proposing the development of sixty (60) studio apartments on the former Region Ten property located at the corner of Fourth Street and Preston Avenue (see Attachment A) in the City of Charlottesville. At least thirty (30) of the units are proposed to be supported by project-based vouchers (21 from the City and 9 from the County) and will be reserved for homeless single adults. The County vouchers would be restricted to persons who currently live and/or work in Albemarle County. Although this project is in the City of Charlottesville, VSH views it as a regional proposal which would benefit both the City and the County.

VSH received a \$75,000 catalyst grant from the Charlottesville Area Community Foundation. The City is expected to commit \$1.6 million to purchase the property and intends to provide a long-term lease to VSH or its affiliate to build and operate the facility. VSH also plans to apply for Federal Low-Income Housing Tax Credits on March 12, 2010. The commitment of vouchers from the City and the County is a critical element for demonstrating the financial feasibility of the proposed development, which must be shown in order to receive tax credits.

Albemarle County, through its Office of Housing, acts as a Public Housing Agency (PHA) for the purpose of administering the Housing Choice Voucher (HCV) Program funded by the U.S. Department of Housing and Urban Development (HUD). Vouchers are provided to families who use them to subsidize the rent in privately-owned units. The vouchers are generally "portable" and stay with the family as long as they are eligible. HCV regulations also provide authority to PHAs to "project-base" up to twenty percent (20%) of allocated vouchers. These vouchers stay with the unit for up to ten years and are not portable with the family. Currently, the County has 46 project-based vouchers in use and another 30 committed to pending projects. The County has the authority to designate 85 vouchers as project-based, leaving a balance of nine vouchers the County can designate for project-based use.

HUD regulations limit the number of project-based vouchers based on the annual budget; specifically, not more than 20% of the budget can fund project-based vouchers. Considering the budgetary impacts of the vouchers in use and the additional 30 committed vouchers, County staff estimates that the County currently would be limited to providing only four or five additional project-based vouchers for this project. Additional funding from HUD or a reduction in the amount of the budget used to fund existing project-based vouchers could change this projection.

Because HUD does not provide additional vouchers or funding, the impact of committing up to nine vouchers to The Crossings at Fourth and Preston is that the County would have nine fewer vouchers to use to meet the demand from its existing voucher waiting list. This is the main negative to the proposal. However, the fact that additional affordable housing would be built within the region (more importantly a type of housing that does not currently exist and serving a "difficult-to-serve population") and that the County would be a regional partner in the proposed project may be considered as factors in favor of project-based vouchers for this project.

As with current project-based vouchers, the County's Office of Housing would maintain control of the vouchers through the process of determining eligibility and approving tenants.

There is no impact on the general fund budget. Impacts on federal funds were previously noted.

Staff recommends that the Board adopt the attached resolution (Attachment B) to approve a commitment of up to nine (9) housing choice vouchers as project-based vouchers for The Commons at Fourth and Preston and to authorize the Chief of Housing to execute the necessary documents to commit the vouchers upon confirmation of the Charlottesville Redevelopment and Housing Authority committing twenty-one (21) project-based vouchers, the project receiving Federal Housing Tax Credits, and HUD providing sufficient funds to support the vouchers.

By the above-recorded vote, the Board adopted the following resolution (Attachment B) to approve a commitment of up to nine (9) housing choice vouchers as project-based vouchers for The Commons at Fourth and Preston and authorized the Chief of Housing to execute the necessary documents to commit the vouchers upon confirmation of the Charlottesville Redevelopment and Housing Authority committing twenty-one (21) project-based vouchers, the project receiving Federal Housing Tax Credits, and HUD providing sufficient funds to support the vouchers.

RESOLUTION

WHEREAS, the County of Albemarle is committed to ensuring that safe, decent, affordable, and accessible housing is available for all residents; and

WHEREAS, the County of Albemarle is committed to improving the livability of all neighborhoods and access to support services by residents; and

WHEREAS, the County of Albemarle is committed to preserving existing and promoting the development of new affordable housing stock both within the County and regionally; and

WHEREAS, Virginia Supportive Housing is applying for Federal Housing Tax Credits to develop 60 studio apartment units located in Charlottesville at Fourth Street and Preston Avenue and known as The Crossings at Fourth and Preston; and

WHEREAS, all proposed units in the development will be restricted to households with incomes at or below 60% of the area median income; and

WHEREAS, the Albemarle County Office of Housing proposes the use of Housing Choice Vouchers to provide project-based assistance for up to nine (9) of the proposed housing units with household incomes limited to those families at or below 40% of the area median income; and

WHEREAS, vouchers provided by the Charlottesville Redevelopment and Housing Authority (CRHA) and Albemarle County will be reserved for homeless single adults with Albemarle vouchers restricted to those who live and/or work in Albemarle County.

NOW, THEREFORE, BE IT RESOLVED that the Albemarle County Board of Supervisors hereby approves a commitment of up to nine (9) housing choice vouchers as project-based vouchers for The Crossings at Fourth and Preston and authorizes the Chief of Housing to commit the vouchers upon confirmation of the CRHA committing twenty-one (21) project-based vouchers, the project receiving Federal Housing Tax Credits, and HUD providing sufficient funds to support the vouchers.

Item No. 7.5. Resolution accepting road(s) in Old Ballard Farm Subdivision into the Secondary System of State Highways.

At the request of the County Engineer, and by the above-recorded vote, the Board adopted the following resolution:

The Board of County Supervisors of Albemarle County, Virginia, in regular meeting on the 3rd day of March 2010, adopted the following resolution:

RESOLUTION

WHEREAS, the street(s) in **Old Ballard Farm Subdivision**, as described on the attached Additions Form AM-4.3 dated **March 3, 2010**, fully incorporated herein by reference, is shown on plats recorded in the Clerk's Office of the Circuit Court of Albemarle County, Virginia; and

WHEREAS, the Resident Engineer for the Virginia Department of Transportation has advised the Board that the street(s) meet the requirements established by the Subdivision Street Requirements of the Virginia Department of Transportation.

NOW, THEREFORE, BE IT RESOLVED, that the Albemarle Board of County Supervisors requests the Virginia Department of Transportation to add the street(s) in **Old Ballard Farm Subdivision**, as described

on the attached Additions Form AM-4.3 dated **March 3, 2010**, to the secondary system of state highways, pursuant to §33.1-229, Code of Virginia, and the Department's Subdivision Street Requirements; and

BE IT FURTHER RESOLVED that the Board guarantees a clear and unrestricted right-of-way, as described, exclusive of any necessary easements for cuts, fills and drainage as described on the recorded plats; and

FURTHER RESOLVED that a certified copy of this resolution be forwarded to the Resident Engineer for the Virginia Department of Transportation.

* * * * *

The road(s) described on Additions Form AM-4.3 is:

- 1) **Old Ballard Farm Road (State Route 1643)** from the intersection of Route 677 (Old Ballard Road) to the intersection of Route 1644 (Old Ballard Farm Lane), as shown on plat recorded in the office the Clerk of Circuit Court of Albemarle County in Deed Book 2773, page 620, with a 40-foot right-of-way width, for a length of 0.09 miles.
- 2) **Old Ballard Farm Lane (State Route 1644)** from the intersection of Route 1643 (Old Ballard Farm Road) to the west cul-de-sac, as shown on plat recorded in the office the Clerk of Circuit Court of Albemarle County in Deed Book 2773, page 620, with a 40-foot right-of-way width, for a length of 0.04 miles.
- 3) **Old Ballard Farm Lane (State Route 1644)** from the intersection of Route 1643 (Old Ballard Farm Road) to the east cul-de-sac, as shown on plat recorded in the office the Clerk of Circuit Court of Albemarle County in Deed Book 2773, page 620, with a 40-foot right-of-way width, for a length of 0.30 miles.

Total Mileage – .43

Item No. 7.6. Resolution accepting road(s) in Indian Springs Subdivision into the Secondary System of State Highways.

At the request of the County Engineer, and by the above-recorded vote, the Board adopted the following resolution:

The Board of County Supervisors of Albemarle County, Virginia, in regular meeting on the 3rd day of March 2010, adopted the following resolution:

R E S O L U T I O N

WHEREAS, the street(s) in **Indian Springs Subdivision**, as described on the attached Additions Form AM-4.3 dated **March 3, 2010**, fully incorporated herein by reference, is shown on plats recorded in the Clerk's Office of the Circuit Court of Albemarle County, Virginia; and

WHEREAS, the Resident Engineer for the Virginia Department of Transportation has advised the Board that the street(s) meet the requirements established by the Subdivision Street Requirements of the Virginia Department of Transportation.

NOW, THEREFORE, BE IT RESOLVED, that the Albemarle Board of County Supervisors requests the Virginia Department of Transportation to add the street(s) in **Indian Springs Subdivision**, as described on the attached Additions Form AM-4.3 dated **March 3, 2010**, to the secondary system of state highways, pursuant to §33.1-229, Code of Virginia, and the Department's Subdivision Street Requirements; and

BE IT FURTHER RESOLVED that the Board guarantees a clear and unrestricted right-of-way, as described, exclusive of any necessary easements for cuts, fills and drainage as described on the recorded plats; and

FURTHER RESOLVED that a certified copy of this resolution be forwarded to the Resident Engineer for the Virginia Department of Transportation.

* * * * *

The road(s) described on Additions Form AM-4.3 is:

- 1) **Flintrock Way (State Route 1890)** from the intersection of Route 664 (Markwood Road) to the intersection of Route 1891 (Indian Ridge Road), as shown on plat recorded in the office the Clerk of Circuit Court of Albemarle County in Deed Book 478, page 512, with a 60-foot right-of-way width, for a length of 0.07 miles.
- 2) **Indian Ridge Road (State Route 1891)** from the intersection of Route 1890 (Flintrock Way) to the west cul-de-sac, as shown on plat recorded in the office the Clerk of Circuit Court of Albemarle County in Deed Book 478, page 512, with a 40-foot right-of-way width, for a length of 0.61 miles.

- 3) **Indian Ridge Road (State Route 1891)** from the intersection of Route 1890 (Flintrock Way) to the east intersection of Route 1892 (Spring Forest Lane), as shown on plat recorded in the office the Clerk of Circuit Court of Albemarle County in Deed Book 478, page 512, with a 50-foot right-of-way width, for a length of 0.12 miles.
- 4) **Indian Ridge Road (State Route 1891)** from the east intersection of Route 1892 (Spring Forest Lane) to the east intersection of Route 1893 (Misty Ridges Lane), as shown on plat recorded in the office the Clerk of Circuit Court of Albemarle County in Deed Book 478, page 512, with a 40-foot right-of-way width, for a length of 0.09 miles.
- 5) **Indian Ridge Road (State Route 1891)** from the intersection of Route 1893 (Misty Ridges Lane) to the east intersection of Route 1894 (Footpath Lane), as shown on plat recorded in the office the Clerk of Circuit Court of Albemarle County in Deed Book 478, page 512, with a 40-foot right-of-way width, for a length of 0.25 miles.
- 6) **Indian Ridge Road (State Route 1891)** from the intersection of Route 1894 (Footpath Lane) to the east cul-de-sac, as shown on plat recorded in the office the Clerk of Circuit Court of Albemarle County in Deed Book 478, page 512, with a 40-foot right-of-way width, for a length of 0.19 miles.
- 7) **Spring Forest Lane (State Route 1892)** from the intersection of Route 1891 (Indian Ridge Road) to the cul-de-sac, as shown on plat recorded in the office the Clerk of Circuit Court of Albemarle County in Deed Book 478, page 512, with a 40-foot right-of-way width, for a length of 0.16 miles.
- 8) **Misty Ridges Lane (State Route 1893)** from the intersection of Route 1891 (Indian Ridge Road) to the cul-de-sac, as shown on plat recorded in the office the Clerk of Circuit Court of Albemarle County in Deed Book 478, page 512, with a 40-foot right-of-way width, for a length of 0.14 miles.
- 9) **Footpath Lane (State Route 1894)** from the intersection of Route 1891 (Indian Ridge Road) to the cul-de-sac, as shown on plat recorded in the office the Clerk of Circuit Court of Albemarle County in Deed Book 478, page 512, with a 40-foot right-of-way width, for a length of 0.10 miles.

Total Mileage – 1.73

Item No. 7.7. Adopt Resolutions to approve amendments to Personnel Policy §P-63, Retirement, and §P-30, Classified Employee Reduction-in-Force.

The executive summary states that as a strategy to address the budgetary need to reduce the workforce, staff proposes an amendment to Personnel Policy §P-63, Retirement, to create a targeted incentive that would offer additional voluntary early retirement options for employees in certain positions. By offering these options, the need to terminate employees by involuntary reductions-in-force may be minimized or eliminated. In addition, in order to provide transitional income and insurance coverage to those employees in positions that may be involuntarily reduced, staff proposes an amendment to Personnel Policy §P-30, Classified Employee Reduction-in-Force. This amendment would provide separation benefits based on years of service. Substantially identical policy amendments will be considered by the School Board at its February 25, 2010 meeting to establish a targeted retirement incentive for the division's classified employees, a modified retirement incentive for teachers, and separation benefits for involuntarily reduced classified employees.

Targeted Retirement Incentive - §P-63, Retirement

The Proposed incentive has been designed for Voluntary Early Retirement Incentive Program (VERIP) eligible employees in positions that are paygrade 16 and higher whose retirement will not impair the essential functions of their department. This proposal provides an extended opportunity for those employees to apply for VERIP benefits and to elect one of the following options:

- Option 1:** Lump sum payment equivalent to 20% of current salary.
Considerations: May be desirable for individuals who wish to receive a one-time lump sum payment.
- Option 2:** Monthly payments, the total of which is equivalent to one week of pay for every full year of service with Albemarle County up to 20% of current salary. The number of months would be determined by the County.
Considerations: Would allow for the continuation of income while transitioning to retirement.
- Option 3:** Extend continuation of the full Board medical contribution toward health insurance an additional three years or to age 65 (whichever comes first) in addition to the current VERIP benefit.
Considerations: Addresses concerns for employees ages 60 and younger regarding the "gap" that may exist between VERIP coverage and eligibility for Medicare (which occurs at age 65).

To be eligible for the targeted incentive an employee must meet the VERIP eligibility criteria, apply for VERIP by March 15, 2010 and retire by June 30, 2010, and the County Executive must determine that the employee's retirement would not impair the essential functions of the employee's department. The County Executive may extend the retirement date beyond June 30th by up to six months if delaying the employee's retirement serves the best interest of the County.

Personnel Policy §P-63, Retirement, currently states that the deadline for VERIP applications is December 1 and that VERIP is **payable for 5 years or until age 65**. A Resolution to approve a proposed amendment to this policy changing the application deadline to March 15, 2010 and indicating the options listed above is attached (Attachment A).

Separation Benefits - §P-30, Classified Employee Reduction-in-Force

To assist full-time employees impacted by a reduction-in-force in transitioning from County employment, in addition to a sixty day notice provision, separation benefits are proposed as follows:

1) Separation Pay: Pay would be paid for a period as defined below:

Length of Service:	Separation Pay Period:
Less than Two Years	Two weeks of pay
Two Years and above	One week of pay for every full year of service up to a maximum of 12 weeks

2) Insurance Contribution: For employees enrolled in the medical and dental plans, the Board contribution will continue for the duration of the separation pay period.

A Resolution to approve a proposed amendment to Personnel Policy §P-30, Classified Employee Reduction in Force, to clarify the reduction criteria and to add a provision for separation benefits as set forth above, is attached (Attachment B).

Based on the savings in regard to staffing costs, staff projects a long term cost savings.

Staff recommends that the Board adopt the following:

- 1) The Resolution to approve the proposed changes to Personnel Policy §P-63 (Attachment A); and
- 2) The Resolution to approve the proposed changes to Personnel Policy §P-30 (Attachment B).

(Discussion: Mr. Boyd said that he was a little surprised that this item was put on the Consent Agenda. Although the Board has approved it once before, he thought maybe the Board should have some discussion. He would have liked to see the numbers to compare them to last year's.

Mr. Tucker responded that he could provide those, but the issue came up pretty quickly because of the number of positions that will need to be eliminated or frozen. He said that the method related to retirement is only good for one year, but it should help. Although currently not anticipating any, they hope to continue the Reduction in Force Policy, as it would be helpful to soften the blow of anyone who might lose their job.

Mr. Boyd commented that he just wanted to see the cost benefit information.

Mr. Tucker said that information can be provided, but when people leave, the benefit is paid for.

Mr. Snow asked if this is factored into the County Executive's budget. Mr. Tucker replied, "yes". He added that this is a little different from last year's because they are trying to open positions in the management level. He added that Schools are doing the same thing, although they have not taken action on the Reduction in Force Policy.

Ms. Mallek said she would also like to see the short term costs.)

By the above-recorded vote, the Board adopted the following resolutions to approve the proposed changes to Personnel Policy §P-63; and to approve the proposed changes to Personnel Policy §P-30:

RESOLUTION

WHEREAS, the County of Albemarle Personnel Policy Manual has been adopted by the Board of Supervisors; and

WHEREAS, the Board finds that an amendment to Personnel Policy P-63 is necessary to add a targeted retirement incentive to the Voluntary Early Retirement Incentive Plan.

NOW, THEREFORE, BE IT RESOLVED THAT the Board of Supervisors of Albemarle County, Virginia, hereby amends the following section of the County of Albemarle Personnel Policy Manual:

**By Amending:
Section P-63 RETIREMENT**

§P-63

RETIREMENT

I. REGULAR RETIREMENT

A. General

Retirement shall be at the discretion of the employee. Full-time regular employees of Albemarle County who qualify are eligible for the benefits of the Virginia Retirement System ("VRS"). Additional information describing VRS benefits is available on-line at varetire.org.

B. Continuing Participation in the County's Medical and Dental Insurance Plans

1. All employees retiring under VRS and/or the County's VERIP policy are eligible for continuous participation in the group medical and dental insurance plans until they are eligible for Medicare coverage if they participated in the County's group medical and dental insurance plans on the day prior to separation from the County. The age and service criteria for VRS are as follows: 50 years of age with 10 or more years of continuous regular employment by a VRS-participating employer; or 55 years of age with 5 or more years of continuous regular employment by a VRS-participating employer.
2. Individuals eligible to participate in the County's group medical and dental insurance plan shall pay the full cost of health insurance coverage, including any applicable administrative expenses.
3. Any retirees or Board members who participated in the County's group medical and/or dental insurance plans as of December 1, 2009 shall continue to be eligible to participate, at their own cost, until they are eligible for Medicare coverage.

II. LONGEVITY INCENTIVE PROGRAM

The County values the service of all of its employees, both full-time and part-time. Since part-time employees are not covered by VRS, the County has elected to establish a Longevity Incentive Program (the "Program") and thereby provide eligible part-time employees with certain benefits as more fully explained in this section.

A. Scope of Program

All regular, part-time employees of the County will be covered by the Program provided that they work the minimum number of hours necessary to establish eligibility for County benefits. Salaried Board Members are not eligible for participation in this program.

B. Benefits

The following benefits will be provided to eligible part-time employees under the Program:

1. Life Insurance: A term life insurance policy will be provided equal to twice the employee's annual salary with double indemnity for accidental death and dismemberment payments for the accidental loss of one or more limbs or of eyesight.
2. Annuity Program: Based on length of service in the County, part-time employees will be provided with an annuity program. The Board will contribute an annual amount according to the following formula:
 - a. 5 - 9 years of County service - five percent of annual salary.
 - b. 10 - 14 years of County service - seven percent of annual salary
 - c. 15 - 19 years of County service - nine percent of annual salary.
 - d. 20+ years of County service - eleven percent of annual salary.

III. Retirement Pay/Payment upon Death

In recognition of employee service to Albemarle County, regular full-time and part-time employees who meet the age and service criteria for retirement under VRS and have been employed a minimum of five (5) years with Albemarle County shall be paid upon their retirement or death in service \$200 per year for each year of service to the County as a regular employee up to a maximum payment for 25 years of service, less any years previously paid for under this policy. Years of service do not have to be continuous.

IV. Voluntary Early Retirement Incentive Plan (VERIP)

A. Eligibility

1. Participants in the Albemarle County VERIP must be regular full-time or regular part-time employees eligible for benefits as defined in P-02, Definition of Employee Status and meet the following additional requirements:

- a. Full-time employees must be eligible for early or full retirement under the provisions of VRS. Part-time employees must meet the same age and service criteria as if they were full-time employees covered under VRS.
 - b. Have been employed by the County government and/or school division for 10 of the last 13 years prior to retirement.
2. Employees retiring under the disability provisions of VRS and/or Social Security shall not be eligible for the VERIP.
 3. VERIP benefits will cease if the retiree returns to work in a regular full-time or regular part-time position with the County government and/or school division.
 4. VERIP benefits will continue if the retiree returns to work in a temporary part-time or temporary full-time position with the County government and/or school division.

B. Benefits

1. VERIP benefits shall be paid monthly for a period of five years after retirement or until age 65, whichever comes first. The VERIP benefits consist of a stipend calculated in accordance with Section B.2 ("stipend") and an annual monetary contribution in the amount of the Board's current contribution to Board employees for health insurance ("medical contribution").
2. Stipends under VERIP will be calculated as follows:
 - a. Compute the annual VRS benefit. This computation shall include any reductions for early VRS retirement if appropriate.
 - b. Recompute the annual VRS benefit with the addition of five more years of service or the number of additional years needed to reach age 65, whichever is lesser.
 - c. The difference between these two calculations is the annual VERIP stipend ("Stipend Value") to be paid on a monthly basis.
 - d. Stipends for part-time employees who are eligible to participate in VERIP shall be determined as if the part-time employees are eligible for an annual VRS benefit and the amount shall be calculated in the same manner as benefits for VRS-eligible employees under subsections (a) – (c) above.
3. The County Executive will recommend to the Board an annual adjustment to the VERIP stipend after having been apprised of the VRS adjustment for retirees.
4. The Board will pay to the employee an amount equal to the Board's annual contribution toward an employee's health insurance as long as the employee remains eligible to receive VERIP benefits.
5. Effective December 2, 2009, the VERIP stipend shall continue to be calculated in the manner provided in Section B.2, but the stipend amount shall be modified in accordance with the following schedule:
 - a. Retirements effective on or after July 1, 2012 but before July 1, 2013: 80% of the Stipend Value.
 - b. Retirements effective on or after July 1, 2013 but before July 1, 2014: 60% of the Stipend Value.
 - c. Retirements effective on or after July 1, 2014 but before July 1, 2015: 40% of the Stipend Value.
 - d. Retirements effective on or after July 1, 2015 but before July 1, 2016: 20% of the Stipend Value.
 - e. Retirements effective on or after July 1, 2016: No VERIP Stipend.

C. Application

Applications for VERIP must be made to the Human Resources Department prior to December 1st of the year preceding the fiscal year the employee's participation in VERIP takes effect. Applications after December 1 may be approved based on the needs of the County.

D. Approval

All VERIP applications are subject to approval by the County Executive or designee.

E. Duration

The Board of Supervisors reserves the right to modify this policy in its discretion, and all benefits described in this policy shall be subject to future modifications and annual appropriations by the Board of Supervisors.

F. Additional Benefits

1. Current employees who apply for VERIP by February 27, 2009 and who meet the eligibility standards identified below shall be entitled to receive, at their election, **one** of the following:
 - a. Two additional years of Board contributions toward health insurance beyond the duration established by Section IV.B, paid on a monthly basis. Employees who retire at 65 years of age or older shall receive two years of contributions toward health insurance.
 - b. The cash equivalent of two additional years of Board contributions toward health insurance, calculated at the FY 2009-10 annual rate and paid in one or more installments.
2. To be eligible for the additional benefits in this section, employees must:
 - a. Submit VERIP applications by February 27, 2009;
 - b. Submit a letter by April 1, 2009 establishing a retirement date no later than June 30, 2009; **and**
 - c. Retire after the effective adoption date of this subsection (F) but no later than June 30, 2009.

G. Targeted Retirement Incentives

1. Current employees holding positions in paygrades 16 and higher whose retirement is determined by the County to not impair the essential functions of the department, who apply for VERIP by March 15, 2010, and who meet the eligibility standards identified below shall be entitled to receive, at their election, **one** of the following:
 - a. A lump sum payment equivalent to 20% of the employee's current salary. "Salary," for non-exempt employees receiving benefits pursuant to this section, shall mean the employee's current annualized pay based on his regular hourly rate and regularly scheduled work hours.
 - b. Monthly payments, the total of which is equivalent to one week of pay for every full year of service with the County for up to 20% of the employee's salary. The number of monthly payments will be determined by the County, however, it shall not exceed sixty (60) monthly payments.
 - c. Continued full Board contributions toward the employee's health insurance for an additional 3 years beyond the contributions specified in Section B of this policy, or until the age of 65, whichever comes first.
2. To be eligible for the additional benefits in this section, employees must:
 - a. Submit VERIP applications by March 15, 2010;
 - b. Submit a letter by April 1, 2010 establishing a retirement date no later than June 30, 2010; **and**
 - c. Retire after the effective date of this subsection G but no later than June 30, 2010.
3. The County Executive or his designee may extend for up to 6 months the June 30, 2010 retirement date required by G.2.b and G.2.c for an employee who is otherwise eligible for the benefits in this subsection G upon a finding that such employee's retirement serves the interest of the County.

Amended: August 4, 1993; April 19, 1995; June 2, 2004; January 7, 2009; December 2, 2009; March 3, 2010.

* * * * *

RESOLUTION

WHEREAS, the County of Albemarle Personnel Policy Manual has been adopted by the Board of Supervisors; and

WHEREAS, the Board finds that an amendment to Personnel Policy P-30 is necessary to clarify the reduction criteria and process and to add a provision for separation benefits.

NOW, THEREFORE, BE IT RESOLVED THAT the Board of Supervisors of Albemarle County, Virginia, hereby amends the following section of the County of Albemarle Personnel Policy Manual:

By Amending:

Section P-30 CLASSIFIED EMPLOYEE REDUCTION IN FORCE

§P-30 EMPLOYEE REDUCTION-IN-FORCE*

The Board recognizes that occasionally a department must reduce its number of staff members. The reasons for such a reduction include, but are not limited to, the following: a general downsizing of the total

organization; a change in the organizational structure of the given department; the changing needs of the clients served by that department.

* Social Services employees are covered under the State's reduction in force policy and procedures.

The following procedures shall be applied when a reduction-in-force becomes necessary for the reduction of any full-time, regular employees of the County:

I. Employee Notification

When a reduction-in-force becomes necessary, the department head will notify the Director of Human Resources and the employee(s) being affected as soon as a potential reduction is known. Full-time employees will be notified in writing as soon as possible, but no less than 60 calendar days prior to the effective date of the elimination of the position.

The affected full-time employee(s) will be given the opportunity to discuss the reduction with the Director of Human Resources and department head.

II. Reduction Criteria and Process

In any reduction implemented under this policy, the performance, level of training and experience of the personnel involved compared to other members of the same position and/or same job group will be considered. "Job group" for purposes of this policy shall mean a group of related job positions which serve a common function or functions within a department. The following process will be utilized:

A list will be developed, as needed, by the Director of Human Resources, according to the following:

- A. The list will be rank-ordered from the most senior down to the least senior employee within job groups. "Seniority" for this purpose will be defined according to length of continuous service, including any approved leaves of absence, as a regular, full-time employee in the current position and in any prior full-time position within the same job group. The list will be further refined to group employees according to their respective positions: Office Associate, Custodian, Police Officer, Etc.
- B. Once the seniority list for each of the respective groups has been developed, then the employees' performance and discipline, as documented in their Human Resources personnel files for the past three years, will be reviewed by the County Executive and rank ordered. The County Executive may consider all such documented performance and discipline to determine who will be reduced.

In the event that two employees in the same position/job group with the same hiring date, qualifications, and performance record are being considered for a reduction, the County Executive will apply the following criteria, not necessarily in this order, to determine which employee to lay off:

- A. Additional training;
- B. Written documentation of skills and abilities;
- C. Total experience in present position;
- D. Total experience in Albemarle County;
- E. Recommendation of the employees' department head.

III. Reassignment and Recall

A member of the Human Resources Department will meet with employees in positions identified to be eliminated to determine their skills, experience, education, training and interests in order to identify other positions in the County for which they may qualify, or for which retraining is feasible. Every reasonable effort will be made to place an affected employee in a vacant position for which he/she may qualify.

In lieu of being laid-off, full-time employees may be eligible to assume vacant positions within the same or lower pay classifications provided they hold appropriate qualifications or have had previous successful experience in the particular position. An employee reassigned to a position in a lower paygrade pursuant to this policy will be bound by the provisions of policy §P-60, Procedure for Salary Administration and Position Classification, section H.3.

Laid-off employees' names will be placed on a recall list that will remain effective until the end of the next fiscal year. If a position becomes available during that period, and the employee is qualified to fill that position, the employee will be notified in writing. The employee will then be interviewed for this vacant position. After the period on the recall list has expired, the former employee may apply/reactivate his/her application for any vacant position for which he/she is qualified.

IV. Separation Benefits

Laid-off, full-time employees will receive the following separation benefits to assist them in their transition from County employment:

- A. Separation Pay. Pay will be calculated at the employee's regular rate of pay at the time of the reduction-in-force, based on the length of service and the schedule provided below. "Length of service" shall mean years of continuous service, including any approved leaves of absence,

as a regular, full-time employee in the employee's current position and in any prior, full-time position within the same job group.

Length of Service:

Separation Pay Period:

Less than two years

Two weeks of pay

Two years and above

One week of pay for every full year of service, up to a maximum of 12 weeks

- B. Continued Insurance Contributions. The Board contribution for medical and dental insurance coverage will continue for the duration of the separation pay period for laid-off employees who were enrolled in those plans at the time of the reduction. Upon completion of the separation pay period, the employee may elect to continue coverage under COBRA.

Unless otherwise specified, an employee who declines a reassignment to another vacant position prior to the effective date of the reduction shall not be entitled to separation benefits under this policy. If an employee receiving separation benefits is rehired by the County, he/she will be under no obligation to repay those funds.

Amended: August 7, 1996; March 3, 2010

Item No. 7.8. Copy of 2009 Fourth Quarter Certificate of Occupancy Report as prepared by the County of Albemarle Community Development Department.

During the fourth quarter of 2009, 132 certificates of occupancy were issued for 132 dwelling units. There were seven certificates of occupancy issued for mobile homes in existing parks, at an exchange rate of \$2,500, for a total of \$17,500. There were 40 certificates of occupancy issued for the conversion of an apartment to a condominium.

Item No. 7.9. Copy of 2009 Year End Certificate of Occupancy Report as prepared by the County of Albemarle Community Development Department.

In 2009, 412 certificates of occupancy were issued for 518 dwelling units. There were 40 certificates of occupancy issued for mobile homes in existing parks, at an exchange rate of \$2,500, for a total of \$100,000. There were 40 certificates of occupancy issued for the conversion of an apartment to a condominium.

Item No. 7.10. Copy of 2009 Fourth Quarter Building Report as prepared by the County of Albemarle Community Development Department.

During the fourth quarter of 2009, 79 building permits were issued for 104 dwelling units. There were no permits issued for mobile homes in existing parks. There were no permits issued for the conversion of an apartment to a condominium.

Item No. 7.11. Copy of 2009 Year End Building Report as prepared by the County of Albemarle Community Development Department.

During 2009, 313 building permits were issued for 339 dwelling units. There were six permits issued for mobile homes in existing parks, at an exchange rate of \$2,500, for a total of \$15,500. There were no permits issued for the conversion of an apartment to a condominium.

Item No. 7.12. Copy of letter dated February 19, 2010 from Francis H. MacCall, Senior Planner, to J. Walker Richmond, III, Richmond & Fishburne, **re: LOD-2009-00023 – OFFICIAL DETERMINATION OF DEVELOPMENT RIGHTS – Tax Map 46, Parcel 92 and Tax Map 46, Parcel 93D (Property of The Grove Hill Land Trust) Rivanna Magisterial District, was received for information.**

Agenda Item No. 8. Board-to-Board, *Monthly Communications Report from School Board*, Ron Price, School Board Chairman.

Mr. Price said that it is an honor to be a part of the County public school system – which is widely recognized as being a distinguished system. He said that on February 18th, the School Board approved a needs-based funding request totaling \$145.2 million and would be presenting an in-depth budget to the Board next week. Mr. Price said they really focused on the needs of the school division. Mr. Price emphasized that the schools would be experiencing serious reductions in revenues – with a \$6.1 million in reduction for the year and the possible loss of up to 40 teachers.

He noted that Governor Kaine had left the freezing of the Composite Index on the table, but Governor McDonnell has unfrozen that – which could hit the schools with an additional revenue shortfall. Mr. Price mentioned that the House and Senate have proposed holding Albemarle County harmless for

the Composite Index new calculation, but that is only a one-year stance. He added that the schools are very supportive of the Bell amendment and several Board members – including Mr. Snow and Mr. Boyd – went to Richmond to present the County's view of the index. He also said that the School Board has made it a point to separate the Composite Index from Revenue Sharing, even though it goes against Mr. Toscano's position on this. Mr. Price said he personally does not feel the School Division's Composite Index was taken into account which may mean County schools will lose a significant amount of funding.

Mr. Price said that there have been a lot of emails about the four by four and block scheduling proposal. On February 16th, the School Board voted to move secondary schools to a common schedule so that all high schools are on the same schedule. That helps in a variety of ways, and allows them to do some more in-depth things with learning and education. Mr. Price stated that this allows for teachers to teach six of eight classes, rather than five of seven. High school students currently take several classes per year and this change increases the number of credit opportunities from 28 to 32 credit hours – allowing in the future for them to gain associate degrees as part of their latter high school curriculum.

He said that redistricting continues to be a contentious issue. There was such an outpouring from the community, particularly Albemarle High School parents, coaches and teachers, who put redistricting on the table. There was a lot of anguish over being an AAA school, the travel time and taking students out of class. At this time, the School Board has shelved the issue because it hasn't been established a cost savings would result. Such a move would increase the numbers at Monticello and Western Albemarle and endanger moving them into being AAA. Mr. Price added that the proposed redistricting for Walton Middle School was to move 37 students into Burley Middle School – which would save one and one-quarter FTE.

Mr. Price reported that Superintendent Pam Moran has been ranked one of the top 10 "technology czars" in the U.S., which shows the County is moving in the right direction as a world-class school division. The Albemarle High School drama troupe was runner-up in the Commonwealth District Theatre Competition, and they will perform at the State competition on March 20th. The All-State Choir students from Albemarle and Western Albemarle High Schools were selected for audition to the All-State Orchestra to be held April 8th through April 10th. In addition elementary, middle, and high school students competed in Destination Imagination on February 27th – with 19 teams advancing to State competition on Saturday, March 27th at Western Albemarle High School. He indicated that the 5th Annual Albemarle Spelling Bee was held last night and Helen Given of Henley Middle School won, with Tyler Waters as runner-up.

Mr. Price said that the next School Board meeting would be March 11th with March 25th scheduled for a work session. Board members are always invited to attend School Board meetings.

Ms. Mallek asked that the School Board present information on transportation changes that have resulted in cost savings when they meet with the Board next week.

Mr. Price agreed to do so, noting that he and Chairman of the City School Board, Leah Puryear, have had several productive meetings, and hope to move to a quarterly meeting schedule to talk about areas of collaboration and cost savings. He noted that both School Board chairs are UVa employees and are African-American, which is an extremely good sign that the County is progressive and engaging for all its' citizens.

Mr. Dorrier asked what impact the snow had on the school schedule.

Mr. Price responded that the school year end date has shifted out a bit, and a few holidays will now be school days. He added that Spring Break will remain as scheduled. He added that schools are contemplating an earlier start date for schools so that they operate on more of a semester schedule, running from the beginning of August until the end of December. That also allows them to be more in line with SOL testing and other things they need to do as a division. One of the impacts from the snow days is the SOLs.

Mr. Snow asked about the law stating schools cannot begin until after Labor Day.

Mr. Price replied that Albemarle has a waiver to exempt its schools from that provision.

Mr. Boyd asked if the associate's degree credits would allow students to enter college as juniors.

Mr. Price indicated that they could, adding that he thinks the County has missed the mark on directing students toward alternative careers, such as CATEC. He said that he would like to foster a strong partnership with PVCC so that students could graduate and be close to getting their associates degree. He would like to challenge students to know why they are going to college.

Mr. Snow asked why there is so much opposition to the block schedule.

Mr. Price responded that there is resistance because it represents a change, but some high schools have already been doing a modified block schedule. He added that research shows that it is a better system, and teachers are engaging in six or seven classes instead of five. He has received emails and phone calls on both sides, but he trusts what Dr. Moran and Mr. Hahn have brought forth. He thinks people just tend to have a tough time with change. He does not want to second guess administration.

Ms. Mallek asked if Transportation had considered snow routes in order to keep schools open for the majority of children who can get to school.

Mr. Price said the School Board is looking at whether there are a state percentage of how many children they cannot pickup and still have school. Once they get to a more virtual world, they will be in a better position of opening schools even when a certain percentage is not able to attend.

(Since the Board was ahead of the agenda schedule, they went to Agenda Item No. 10. at this time.)

Agenda Item No. 10. County's Performance Management System, Lori Allshouse.

Ms. Lori Allshouse, Strategic Management Coordinator, said that performance management has been very important for local governments since the 1990's. In 1993 the Government Performance and Results Act started shifting government's decision-making and accountability away from focusing on activities, but towards results. You want to know how well and how efficiently you actually get things done. Ms. Allshouse said that governments including Albemarle County have found that looking at performance data and trends over time improves accountability and ensures that the government's expenditures are effectively achieving results. She said that a successful performance management system also improves transparency, and can provide meaningful data for staff, leaders, and policy-makers as well as taxpayers.

Ms. Allshouse stated that the County's Performance Management System has improved over the years and includes three basic parts right now -each department looks at key measures to measure their department's performance; the County Executive's Office identified 27 measures that will be part of the new performance management system; and staff's analysis of key performance indicators against Board strategic planning goals. She noted that some of the data measures overlap.

Ms. Allshouse reported that the Resource Management Study done for the County in 2009 generated a lot of interest in the County's Performance Management system by VCU's Center for Public Policy, and the team concluded that the performance management system is strong and said that "Albemarle County could be a leader in this area." She said that the team suggested that the County formalize its performance management structure, and to improve the performance structure with input from the Board and from citizens. Ms. Allshouse stated that from those recommendations, staff has built a new structure for the performance management system. She explained that the old system included numerous Excel sheets connected to Powerpoints, put in different places and different departments – and staff wanted to pull it all into one place. Ms. Allshouse noted that the new system is innovative and utilizes a lot of best practices seen in other counties – effectively re-engineering the current process, is enterprise focused and has been designed by the County Executive office and Information Technology interns. These are UVA interns who have done this at no cost to the County.

Ms. Allshouse explained that the Performance Management System includes several different layers – providing information on progress versus set performance targets and set efficiency targets. It also provides insights into the workloads facing staff in certain areas, as well as some data on the safety of the community. She noted that it looks at key data; not all data. She added that it also reveals some indicators about the community in a broader away, such as information about the economic climate.

Ms. Allshouse then presented a demo of the system, and asked the Board to review it over the next month to evaluate its content and ease of use. She pointed out the three sections – the organization, strategic plan, and departmental – and clicking on "organizational" breaks it down into four general categories including data on economic vitality, on efficiency and effectiveness of government, natural resources data, and safety in the community. Ms. Allshouse said that clicking on "safety" brings up a dashboard – with red being an area of concern (something in the data that needs to be watched more closely), yellow being an area of caution, and green being an area where the data is going in the right direction. She used "police response time in development areas" as an example, and it showed that "Priority One" calls – with either an accident with injuries, a crime in progress, and involving sirens and elevated responsive vehicle speed. There is information on the number of jobs in the County, unemployment rate, etc. Ms. Allshouse stated that they've included all of the County's departments and have also built into this system the measures that the Board has requested of them – for example, with Social Services they have included workload measures and measures on their applications and cases. Ms. Allshouse said that the next step is for the Board to review the system and provide any comments. The information would be updated quarterly or possibly monthly. Ms. Allshouse noted that it is currently a test site, but it will eventually be a live piece of the website.

Mr. Dorrier asked what the cost for the system.

Ms. Allshouse responded that because UVA interns built it, there was no programming cost for the County. She knows that some of the other jurisdictions paid \$30,000 – and then there's ongoing costs. You have to pay a vendor to keep running it for you. She mentioned that there are 20 unpaid interns working in the County now, in exchange for college credit, adding that once an intern builds the trend data in, the staff person only goes in and updates a data point. It's going to be really efficient once they get the data built into the system because it will remove a lot of steps staff members have to do.

Mr. Rooker commented that this is a terrific system for making information easily accessible both for the Board and for the public.

Ms. Mallek asked if there would be backup for the main file.

Mr. Tucker commented that all the County systems are backed up.

Ms. Allshouse responded that there would be a copy of the file, and also screen shots of each screen saved each quarter.

Ms. Allshouse concluded by stating that she will be sending Board members an email with a link to the system and instructions on how to get to it. She noted that County computers will have direct access to the system, but if a user is trying to access it from an offsite station, they may have to take some security steps to get through; IT will help with that.

Agenda Item No. 11. Community Development Block Grant Program (CDBG) Artisan Trail Project, Susan Stimart.

Ms. Susan Stimart, Business Development Facilitator, said that last year the Board recognized several small businesses; one of those recognized was Afton Scientific. This year Afton Scientific was awarded into the State's "Valet Export" Program – a very prestigious award through the Department of Economic Development. On average this program has impacted these companies to see as much as an 88 percent growth in international sales.

Ms. Stimart said this is a State and local, public-private partnership. Albemarle County is partnering with Nelson County and the Artisan Center of Virginia to create what will be a "regional artisan trail," with the support of the Virginia Department of Housing and Community Development. With this initial support of the County and State governments, the Artisan Trail is expected to be self sustaining. Ms. Stimart explained that per the DHCD grant program, the counties are currently preparing to survey potential artisan participants – which will create a baseline for measuring economic impact over time including job creation, new entrepreneurship and measuring the portion of income from craft that supplements the farming income. She noted that the survey creates the foundation for the Artisan Trail participation. This public meeting is the first step in meeting the DHCD grant requirements – with the next steps including finalizing the survey instrument and allowing the County Executive to submit a Community Development Block Grant planning grant for completing the Artisan Trail development.

Mr. Rooker mentioned that the post office building on Airport Road is going to soon become vacant and be sold; the current functions will move to Richmond. He has contacted Congressman Periello's office comparing it to the old NGIC building – which was sold to the City of Charlottesville for a dollar, and refurbished by SNL under a lease agreement to become a 600-employee office. Mr. Rooker said that the post office is losing money, and they will likely sell the building to the highest bidder. He added that in reading Mike Harvey's report on what the area does not have, it's "built facilities," vacant buildings that are available for a tenant to move into that already have water, sewer, zoning, etc. Mr. Rooker said there could be no better location for Light Industrial expansion use than that spot – which is off of a newly completed road, sidewalks, has all utilities, close to the airport, and close to the University Research Park. He thinks that the County should be making inquiry as to what might happen to that building to see if there's any possibility that it could be given to the County where it might create an industrial park in the area. He thinks that the County's Facilities staff should go out and look at the building and draw up some conclusions of what might be done. From that gain an understanding of whether the County would really want it and possibly have it conveyed to the County.

Mr. Dorrier asked if the Post Office owned it, because sometimes they rent or lease their property.

Mr. Tucker agreed to find that out.

Mr. Rooker noted that Congressman Periello's office seemed to think it was owned outright by the Post Office.

Mr. Tucker said that the Board needs to accept the Artisan Trail report to satisfy the initial public hearing of the CDBG grant, and then authorize the County Executive to submit a planning grant proposal in conjunction with Nelson for the 2010 CDBG for the Artisan Trail development.

Ms. Mallek commented that the word is already out, as artisans have been asking her how they sign up. We have some great opportunities to put our County and our rural areas on the map for people to see.

Motion was then offered by Ms. Mallek for acceptance of the report to satisfy the "initial public meeting" requirement for the CDBG Planning Grant and to authorize, upon the completion of the required activities, the County Executive to submit a Planning Grant proposal in conjunction with Nelson County for a 2010 CDBG Planning Grant for the Artisan Trail development. Mr. Rooker **seconded** the motion. Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Mallek, Mr. Rooker, Mr. Snow, Mr. Thomas, Mr. Boyd and Mr. Dorrier.

NAYS: None.

Agenda Item No. 13. **Work Session:** ZTA-2009-009. Entrance Corridor Process Amendments, Margaret Maliszewski.

Ms. Margaret Maliszewski, Principal Planner, said that in 2008-09 there were joint meetings of the ARB, the Planning Commission, and the Board of Supervisors and as part of those meetings staff had presented ideas for streamlining the Entrance Corridor application review process. She said that there was a Resolution of Intent that was adopted May 2008, and work sessions with the Planning Commission

with May and November, and in December the Commission had a public hearing. Ms. Maliszewski explained that there are four types of changes – a lot of it is just reorganization of text that already exists. There are also a number of corrections and clarifications, and the biggest changes being the provision for the County-wide certificates of appropriateness and the detailing of the submittal and review process. Regarding the clarifications and corrections, many of them just clarify what is already current practice, but there are some changes. She noted that there have been some definitions added. The “Purpose and Intent” section of the ordinance has been expanded; the boundaries of the overlay district have been clarified, and the types of development that require ARB approval have been clarified. Ms. Maliszewski added that the list of exemptions has been expanded, and the appeals procedure has been clarified, as has the requirement for opaque backgrounds for internally-illuminated cabinet signs.

Regarding the County-wide Certificates of Appropriateness, Ms. Maliszewski said this is a new class of ARB approval and is one of the processes discussed in the joint meetings in 2008/2009. She explained that this would apply to similar classes of structures and improvements throughout the corridors, and the types of developments that would fall under this type of action would be telecommunications facilities, buildings located 2,000 feet or more from the entrance corridor, minor alterations to buildings and landscaping, etc. Ms. Maliszewski reported that the benefit of this is that it would allow expedited review of these types of developments that would reduce time spent in preparing staff reports because staff would be able to review and approve these without going to an ARB meeting – which would also reduce meeting time and follow-up. She explained that the ARB would outline the criteria that a particular development would have to follow, and as individual applications are made staff would review those to see if they meet the criteria and then proceed with approval. Ms. Maliszewski stated that the applicant would have the ability to appeal staff’s decision to the ARB, and also appeal the ARB’s decision to the Board.

She reported that the amendment also stipulates that the submittal and review process for both preliminary and final applications in the Entrance Corridor are outlined in detail. Ms. Maliszewski said that there are a few new features in the review process – one is that incomplete applications could be rejected or denied and reinstatement would require a fee; there is a possible suspension of the 60-day review period if the applicant chooses to revise their application – but only if it’s complete when submitted. Ms. Maliszewski reported that things that would remain the same are that the applicant can choose whether or not they want to revise that proposal before it goes to the ARB, and complete applications that comply with the guidelines are the ones that get through the review process the fastest. She stated that at the Planning Commission’s public hearing in December, they recommended adoption of the amendment and staff now recommends that the Board set a public hearing date for the amendment. Ms. Maliszewski said she has flow charts that outline the review process and comparison charts that she is happy to go over.

Mr. Rooker commented that this is very well done, and this is the general direction of the Board and Commission to make this a smoother process – but he does have a concern that the County-wide Certificate of Appropriateness is based on the ARB’s determination of what categories would qualify. He considers that somewhat of a legislative act, and from his perspective it might be better if we built that into the ordinance somehow with the initial recommendations that have been made – which look like good ones to me – to be included, but [with] future changes, we at least have some mechanism where the Board can weigh in.

Ms. Maliszewski responded that that was discussed with the Planning Commission, and the concept was that those were ARB decisions now that just needed to be streamlined; working it into the ordinance might drag out the process.

Mr. Rooker said the processes decisions are usually Board decisions; the ARB is not changing the process. They participated in making recommendations about that, but ultimately that’s the Board’s job. He wants to make this as streamlined as possible, but he does not want to be in a mode where an appointed body can change the process by itself for a large category of applications – good or bad.

Mr. Thomas agreed, stating that it needs to be more defined by the Board as it seems sometimes “the ARB is shooting from the hip.”

Mr. Boyd agreed with both, stating that any process decisions should be made by an elected body – this Board.

Mr. Davis said that this is just a work session, and he understands the Board to be saying that they want to define what categories of County-wide permits would be dealt with by the ARB. Staff can do that.

Ms. Mallek commented that she’s not sure she understands in detail all of the guidelines, noting that she is not sure if it should be in the ordinance or policy. She agreed that the Board should be involved in developing policy.

Mr. Davis explained that there are published guidelines that were reviewed by the Board and adopted by the ARB as part of the ordinance process; they were updated several years ago.

Ms. Maliszewski said that those guidelines would still apply, but more specific criteria would be established for each development type that the County-wide certificate applies to – and this process is similar to the way most signs are handled now. She explained that the ARB does comprehensive sign reviews for places like shopping centers or any building that has more than one business in it – and set out criteria so that future sign applications are reviewed with those established parameters.

Mr. Rooker commented that it's similar to the cell-tower process, with a set of conditions that have been established over the years and are always applied. It is very clear cut and lets the applicants know what they have to do. A County-wide Certificate of Appropriateness is a good idea because it creates a category of things that can be done administratively. He just wants to make certain that the Board is the ones setting the categories that appropriately fall into that area; this Board adopted that tier system for cell towers.

Mr. Snow noted that the proposed amendment appears to be a significant savings to the County, and to the applicant.

Ms. Maliszewski agreed.

Ms. Mallek asked if there was a new fee for revisions made at the applicant's request.

Ms. Maliszewski replied that the only new fees being considered are when the applications are incomplete, when some part of the application isn't meeting the guidelines; not when the applicant chooses to make revisions.

Mr. Dorrier asked if there is any one place the public can find out the ARB guidelines.

Ms. Maliszewski responded that they are available on the County's website.

Mr. Tucker said that staff would work on any changes and bring the item back for public hearing at the first available date.

Agenda Item No. 9. Presentation: Jail Re-entry Program, Pat Smith and Col. Ron Matthews.

Ms. Pat Smith, Executive Director, OAR/Jefferson Area Community Corrections, stated that they have been working together for several years to try to address the reentry issue. Ms. Smith explained that in 2003, Virginia was selected by the Governor's Association to be one of seven states to provide reentry services and look at it as a total state picture instead of just by community. She said that Governor Werner brought together the tops of state agencies that are involved – the Department of Corrections, the jail system, DMV, and other groups – to brainstorm ways to better help with transitions that will benefit everyone and reduce rates of recidivism.

Ms. Smith reported that the State Department of Social Services took the lead and did a model program, where a number of them were asked to be "pilots," so the County and City DSS joined with the Jail and Offender Aid & Restoration to work as a "reentry council," in addition to developing a second layer that functions as a "reentry steering committee." She explained that the committee is comprised of Kathy Ralston, County DSS; Buzz Cox, City DSS; Robert Johnson, Region Ten; Alex Gulotta, Legal Aid Justice Center; Colonel Matthews, Joint Security Complex; Ross Carew, OAR; Jason Ness, Reentry Coordinator; Sue Moffat, City DSS; and Bob Brannigan and Jim Shea as community representatives. Ms. Smith reported that they met every month – now quarterly – and have established four committees including Financial Obligations/Housing & Community Resources; Family & Community Reintegration; Health, Mental Health and Substance Abuse; and Education & Employment.

Ms. Smith said that the Financial Committee has worked to address financial obligation resources, as many inmates who are transitioning are facing financial challenges. If the individual does not pay his or her court costs and fines, they end up not getting their license back, and then they can't work. They believe that people should be accountable, but they also want to help them along. The group has started working with the Food Stamp Employment Training, which is reimbursed by 1:1 from the State.

She reported that the Health & Mental Health Committee focuses primarily on mental illness, noting that the Jail is now the leading place for treating mental health issues in this and other communities; and they are not equipped. They do not always have Jail personnel trained to deal with mentally ill people. Ms. Smith noted that the local jail has a good medical department. She added that they are also working with mentors to work one on one with inmates. They are also working on their education inside and outside the Jail with a GED program to make a smoother transition for the inmates. In addition, they are working with the One Stop, the Career Center at the County's DSS and the Department of Rehabilitative Services (DRS).

Colonel Ronald Matthews, Jail Superintendent, said that they have been working to identify the barriers individuals are running into that are preventing successful integration. Col. Matthews commented that it's cheaper to help integrate someone back into society instead of putting them back into jail, noting that the jail population yesterday was at 546 – with a rated capacity of 329. He added that for the last few years, the jail has been operating at over 150 percent capacity, and the transition program is just one strategy to reduce that population.

Mr. Rooker asked at what point the State requires localities to expand their facilities.

Colonel Matthews responded that the State stipulates 150 percent of rated capacity after one year, but they have also put a moratorium on construction. They were in the process of looking at expansion, but for the next two years, there will be no additional jail expansion or construction in Virginia.

Ms. Mallek asked if there has been any relief of taking state prisoners that were in the local jail to state prisons where they were supposed to be.

Col. Matthews replied that it has actually gotten worse – as there was one prison closed and Virginia is now taking inmates from Pennsylvania, so local offenders are delayed going into the system. It has to do with finances; the State charges a little over \$100 per inmate, but the most they will pay the local jail is \$14 a day. It's cheaper for the State to leave the inmates in the local jails than to turn down the money from the state of Pennsylvania.

Mr. Snow asked if this affected the length of incarceration.

Col. Matthews confirmed that they are kept longer, and anyone sentenced for a year or more is supposed to go into the state system – but it can take 18 months to get them into court and from the date the Judge sentences the individual and the Clerk signs the order, they have 61 days to go into the system. He mentioned that one thing being considered after an evaluation from NIC consultants that studied the jail and a study of the criminal justice system in the Thomas Jefferson area is to look at ways of reducing capacity. One thing they found out is the largest percentages of individuals who take up the most beds are people who are serving 91 days or more. Col. Matthews said that they are looking at things such as why those people are in jail, how many times their cases have been extended, where the point of delay is once the sentencing order is done, whether they are being kept here because we need them to work, whether the Department of Corrections is dragging their feet to get them out of the system. This is something they are working on with the NIC consultants to help determine.

Col. Matthews reported that establishing a mentoring program is challenging, because they need mentors who are willing to make a year to 18-month commitment. The mentors come into the jail prior to the inmates release and start working with them so they have a support system once they are released. He stated that they currently have seven mentors, and usually they try to get couples. They are also trying to change the way the community views ex-offenders. Society wants these people to come out of jail and they want them to behave themselves, and they want them to get a job, and they want them to support their families, but barriers are put in front of them. Society wants them to be successful, but do not want them in their neighborhood, working in their business, etc. Col. Matthews explained that they had an initial meeting to develop a game plan as to how to get the message out – and established a “media group” to help show the community that perceptions need to be changed. He noted that he and Pat Smith from the jail, Jessie Ness from OAR, Lee Catlin from the County, Rick Barrick, Holly Edwards, and Dave Norris from the City, Phyllis Back – a Program Director at the Jail, Eddie and Herb Dickerson – two ex-offenders, Bob Rannigan, and John and Tusie Kluge comprised the committee. He said that they have spoken to several groups including the Rotary Club, Chamber of Commerce, Black Ministers Association, Kiwanis Club, Downtown Business Association, City Council, etc. in an effort to garner their support. Col. Matthews said that having one business owner hiring an ex-offender can make a huge difference, along with training the ex-offender as to what's expected. He emphasized the importance of welcoming the ex-offender back into the community, to help reinforce their sense of self-worth. He understands that it is a tough sell, but he asked the Board to imagine the change that will come about if we started doing things similar to that. Col. Matthews noted that they are trying to recruit some “faces” for the media campaign. He added that they are planning to present at the next Community Criminal Justice Board meeting, to get them to take this on as a task also.

Ms. Smith reported that two positive things have already come out of the reentry group. One is an evaluation for the transition programs, which has helped establish who is coming out and how they are coming out. She explained that they looked at three entry points – one being no help at all from anyone in the jail, one being minimum transitioning with OAR staff, and the other being eight-week reentry classes at the jail that people participate. Not surprising, the latter was the most successful. Ms. Smith stated that the recidivism rate was cut in half for people who went to the release classes. She added that the other is the Second Chance Act has now been implemented to help put funding into communities, and because this group is part of the state-wide pilot, they got to participate in the grant submission. Ms. Smith noted that after not getting the grant last year, they have made some program revisions and stands a better chance of getting funding in the next cycle.

Mr. Tucker stated that the economy is making it very difficult for transitional ex-offenders.

Mr. Thomas reported that he has hired two ex-offenders at Charlottesville Press – one came from the state penitentiary and one came from the local jail. The local jail person is working in Northern Virginia and doing fine and the other is working in Richmond for a large printing company. It was a good program, they really enjoyed it a lot.” He added that he and Mr. Boyd attended their forum last week. Robyn Hoffman, a nurse, has gotten him involved with doing some T-shirts.

Ms. Smith expressed her appreciation, and said that they are having a hard time getting people jobs because of the weak economy. She recently found out that state-wide reentry is getting cut 25 percent from last year. They are not here bleeding heart about this; they know of people succeed then they are good for the community. They don't go back in our jails, they're paying taxes, they're supporting their families – and we are not the ones paying the tab. She added that they have done their time, and when they come out, they should be given a fair shake to get back on their feet.

Mr. Dorrier asked the percentage of inmates that come out without any job skills.

Col. Matthews responded that there are a lot who have never had a steady history of work, but once they come in the jail their first steady work is working inside of the jail – in the kitchen, laundry room, etc.

Ms. Smith added that a lot of them have worked before, but not in a structured environment. She added that sometimes when an ex-offender experiences a problem in the workplace, they will help mediate the issue.

Mr. Dorrier asked about the percentage of inmates who have addictions.

Ms. Smith responded that about 80 percent or so have addictions. Col. Matthews added that about 17 percent have mental health issues – adding that drugs are often the impetus for crimes. Ms. Smith said they learned from the study that many inmates have a disconnect between their drug use and their offenses, noting that they also work closely with Region Ten to address substance abuse and mental health issues.

Col. Matthews stated that they have received positive feedback from all the groups they've met with. There needs to be understanding in the community that people want to come out of jail and be successful – but circumstances work against them and they might repeat offenses. For a lot of people, the problem is with opportunities; the opportunities don't present themselves because of previous behavior.

Ms. Mallek asked if there is a way to close the loop to establish the success of transitioning inmates.

Ms. Smith and Col. Matthews said that they do receive communication from those who are out of a jail and succeeding. Ms. Smith noted that they have transition staffs in the state prison system as well, and the DOC has increased their placement efforts.

Agenda Item No. 12a. VDOT Monthly Report, Allan Sumpter.

Mr. Allan Sumpter, Charlottesville Residency Administrator, said that VDOT is continuing the winter dig-out including tree cleanup, gravel road maintenance, and a "pothole blitz" – where citizens call in and report potholes with the Department expected to respond within 48 hours. VDOT is attempting to address those as quickly as they can. He mentioned that the toll-free number is 1-800-367-ROAD, but Board members can also call the local office.

Mr. Sumpter reported that there is going to be a public meeting regarding the Hatton Ferry discontinuance, noting that the agreement from the County authorizing the transfer from VDOT has not yet been completed. There have been some changes in VDOT administration in Central Office. It has also been determined that the discontinuance of the travelway as a VDOT-operated system needs to be formalized – not the Ferry, but the travelway from riverbank to riverbank. Mr. Sumpter explained that they have scheduled a public meeting with an open format. A sketch will be available showing the limits of what VDOT proposes to discontinue. The Transportation Board will then take up the actual discontinuance this month to be able to proceed to finalization of processing the transfer. He added that it will continue to be a public travelway, just not a VDOT-maintained or operated travelway.

Ms. Mallek asked about VDOT's maintenance of the on-land portion of the Albemarle side. Mr. Sumpter confirmed that they would continue to maintain the land to the approaches – just not the water section.

Mr. Davis asked Mr. Sumpter if he had informed the Historical Society of what costs might be involved in maintenance of the portion VDOT is discontinuing.

Mr. Sumpter replied that the agency has had conversations with them, and the Historical Society is also coming up with their own estimates. He noted that there was some damage from the January 25th flood event in that area, adding that the part VDOT is discontinuing is a travelway across the river – so no real maintenance has been done except for obstruction removal.

Mr. Sumpter said last Fall VDOT was approached by the Traffic Division Unit of the Albemarle County Police Department, to participate in a task force regarding safety on Route 29 South - the section of the roadway from I-64 down to the Nelson County line. There had been quite a few accidents that had happened on that section of roadway. The Police Department was interested in doing something to try to improve the safety on that corridor. The task force consisted of one of DMV's safety people, State Farm, AAA, VDOT, and law enforcement representatives. Mr. Sumpter reported that at a May 25th task force meeting, VDOT's Regional Operations Director gave a presentation on efforts being made.

Mr. Sumpter said this section of Route 29 South is approximately 16 miles long, a four lane divided highway with variable shoulder widths, 60 mph speed limited, and traffic volume of 12,000 to 15,000 vehicles per day with 12 percent trucks. He presented a map showing all the state-maintained side roads that tie into the section – such as Red Hill, Taylor's Gap, crossroads at Plank Road, Heards Mountain, and the Nelson County line.

As part of the traffic study, VDOT did a standard review of the area – signage, sight distances, clearances, pavement markings, and crash history. For crash data, Mr. Sumpter said that VDOT usually goes back about three years, looking at 2006-2008 – and during that time period there had only been one fatal crash. Mr. Sumpter stated that a larger percentage of accidents in that area have been deer-related and then there are angle accidents. They are hoping that 2009 was a "blip" in the accident history – with seven fatalities through five crashes. He noted that seat belts were not used in four of those crashes.

The studies revealed five “hot-spot locations” that have higher accident concentrations. (This information was provided as part of a powerpoint presentation, a copy of which is on file in the Clerk’s office.)

Mr. Rooker asked if there was any relationship of the geometry of the road to the accidents.

Mr. Sumpter replied that on primary roads that have been expanded to four lanes, there may be sections where the original two lanes remain – and very little was done to address vertical curves, widening of shoulders, etc. They were pretty well left “native” to the road that existed. He commented that some people are using the road as an interstate, combined with local traffic driving 75 mph and then you encounter farm tractors hauling hay.

Mr. Sumpter reported that VDOT has determined throughout the corridor that there is a lack of “clear zone” so that if a vehicle runs off a roadway there is limited recovery time to get back on the road. He added that several task force members from Nelson and Lynchburg indicated that they didn’t have as many “fixed object” types of accidents because the more newly-built sections are void of trees and other obstacles; they have more recovery time.

Mr. Rooker asked about the rumble strips” used on interstates, noting that they are not present on 29 South. He added that many fatalities occur because people fall asleep behind the wheel.

Mr. Sumpter responded that there isn’t sufficient shoulder width in most cases. When the construction of those roadways were done, the shoulder widths were built sufficient enough to allow the pavement structure such that it would support those. VDOT tries to widen whenever they can during repaving. He thinks that if they could get that to be a consistent measure all the way through, they would be able to do some things like adding some rumble strips to those sections.

Mr. Dorrier asked how expensive it is to do the rumble strips.

Mr. Sumpter replied that they cost several thousand dollars per mile, but he doesn’t have the exact figure with him.

Mr. Thomas mentioned that on Route 29 North at the South Fork Rivanna River is very dangerous, and one person recently got killed by a tractor trailer in that area. He also said that the dirt road that goes into Red Hill School has similar issues, and asked why those repairs weren’t done when the money was available.

Mr. Sumpter explained that some of those roads have been identified as Six-Year Plan projects, but VDOT has just done safety studies. VDOT does plan to use some safety money to make spot improvements. He added that there are some sight distance issues in different sections of the roadway at some crossovers, and there are some sections where the guardrail is either low or has the old type of blocking systems. Mr. Sumpter said that VDOT’s preference is to have a 10-foot deflection behind guardrails, but trees and other foliage have encroached. He added that there are some raised pavement markers in the corridor, but some of the lenses and markers need to be replaced due to age; and some striping will also be added to delineate where road patterns shift – such as what’s been done at Plank Road.

Mr. Sumpter reported that the task force recommendations include short-term signage improvements in various locations, adding some educational/warning signs, some intersection warning signs, curve warning signs, watch for turning vehicles, and some keep right signs. There are some sections at Taylor’s Gap where it is easy to go into the wrong lane when making the turn.

Ms. Mallek’s asked if there is a school bus alert sign at the top of the hill at Taylor’s Gap. Mr. Sumpter indicated that there are some signs indicating it is a school district but there is not the flashing light – which needs to be placed within 600 feet of the school. The location does not qualify for a flashing light. He added that some rumble strips and signs have been added at that location.

Mr. Sumpter reported that VDOT is recommending vegetation clearing to create better clear-zones, but there is concern about maintaining the character of the roadway among community members. He emphasized that there is no intention of clear-cutting, but VDOT wants to do some trimming and select tree removal as well as some additional or replacement of guardrail. They will include someone from the community and the County in the process for the tree removal. Mr. Sumpter indicated that VDOT is planning to install an advanced warning flasher at Route 692, Plank Road.

Ms. Mallek asked if the traffic information is specific to any particular day of the week; that information could help the focus on speed enforcement.

Mr. Sumpter replied that they have all that data and it has been shared with the Police Department.

Mr. Sumpter added that VDOT is proposing for the short term improvements sign improvements and pavement markings within the next two to three months; for the intermediate, tree removal and vegetation improvements done over a six to 18-month period. He reiterated that they will involve a multi-disciplinary team to address concerns about what would be cut and how the area would look when they are finished.

Mr. Rooker asked if VDOT removes the root ball, or just cuts the tree and asked if they put anything on to keep the tree from re-growing. Mr. Sumpter replied that they do use an agent to prevent further growth.

Mr. Snow asked when things would begin for the six to 18-month period. Mr. Sumpter replied that they are looking at starting that work during the spring and summer months from this year.

Mr. Rooker asked how these projects are funded.

Mr. Sumpter explained that there are Highway Safety Improvement funds that are separate funds through federal applications, they believe that they have good candidates for these to qualify to get those funds. He added that the timeframe of six to 18-months includes the application process, approval of funds, and construction work – as well as guardrail replacement and flashing warning light. Mr. Sumpter emphasized that increasing pavement widths and eliminating vertical curves are not included in the Six-Year Plan so there are no funds available.

Mr. Rooker stated that the rumble strips are clearly safety-type improvements, so they should fit into the federal program.

Mr. Sumpter responded that VDOT is looking into shoulder-widening so that the pavement structure would be able to accommodate those, but maintenance funds must be used for the widening so that the rumble strips can be provided through the safety funds.

Agenda Item No. 12b. Transportation Matters not Listed on the Agenda.

Mr. Boyd asked about McIntire Road Extended, expressing concern about the possible loss of a terrific bid situation. Mr. Sumpter replied that the bids have been received. VDOT is waiting on the issuance of the Army Corps of Engineering permit which has not yet been issued. He is unsure of the timeframe.

Mr. Thomas asked what the actual construction completion is expected for the Meadow Creek Parkway. Mr. Sumpter responded that the completion date is still expected to be sometime in 2012.

Mr. Snow thanked Mr. Sumpter for the information on Route 29 South, and asked if the information will be available to the citizens. Mr. Sumpter replied, "yes". Mr. Snow asked for a copy of Mr. Sumpter's powerpoint presentation.

Mr. Rooker asked about the status of Georgetown Road improvements. He asked what is meant by "right-of-way authorization has been received for this project".

Mr. Sumpter said that right-of-way has been delineated and the agents are authorized to proceed with acquisition appraisals and negotiation. He added that he would send Mr. Rooker the contact information for the project manager.

Mr. Dorrier asked if VDOT would look at Black's Lane, located off of Route 795, Blenheim Road – about five miles from Scottsville.

Mr. Sumpter replied that VDOT received an inquiry on that road last week, and there should have been some maintenance done very recently.

Mr. Dorrier asked if anything has been done on Route 671. Mr. Sumpter replied that VDOT did some repairs to Route 671, and when conditions dry out there may be further work done.

Mr. Snow said that the road that goes by Red Hill School is one of the worst in the County. He added that it's dangerous for children coming to and leaving from the school; the road is not paved.

Mr. Sumpter explained that the best thing VDOT can do there is road maintenance, and anything else related to embankments and elevation would need to come through the Six-Year Secondary Road Plan. He said that the County staff would be coming to the Board next month as far as priorities, but there is currently no unpaved road money available for that type project.

Mr. Rooker asked the expectation for secondary road fund. Mr. Sumpter said there are no secondary road funds. VDOT has federal monies for federal-eligible secondary projects, unpaved road monies that currently have no allocations, and there is some "tele-fee" money that goes back to localities. This is money from utilities that citizens pay. VDOT is considering that to be the only money that can be programmed into the Plan this year – but it is only about \$325,000.

Mr. David Benish mentioned that when there was unpaved road money, the Red Hill School road was identified as a rural rustic road project, but there was a community process that yielded a consensus not to upgrade that roadway.

Mr. Sumpter added that VDOT had the funds programmed to get ready to build the road.

Ms. Mallek asked if vehicles would be able to drive on gravel approaches to Advance Mills Bridge until the weather permits paving. Mr. Sumpter responded that he would determine what the procedure will be and get back to her.

Ms. Mallek said that so many gravel roads have turned into mud-bogs, noting that White Hall residents have expressed their concern that there's no protection against damage such as that done to Clark Road – as fully-loaded logging trucks completely demolished that road. This winter has changed people's view about the paving of gravel roads to some extent, and especially ones where there are slopes, hard-to-maintain hills and drainage issues. She is very distressed to have no recourse for the people.

Mr. Thomas asked if the bridge on Burnley Road past Watt's Passage would be reduced to five tons, and inquired about a plan for fire trucks.

Mr. Sumpter responded "yes", and he hopes that emergency vehicles have alternate routes planned. Mr. Sumpter added that it is a Northfork Southern railroad bridge.

Ms. Mallek noted that the railroad companies are only required to maintain those bridges to a three-ton level.

Mr. Thomas asked if the fire companies would have been notified of this action. Mr. Sumpter replied, "yes".

Ms. Mallek added that they had reassigned the first due engine so that now someone from the other side of the bridge have adopted the houses that are affected. She was pleased to see that the Chiefs and staffs have worked that out.

Agenda Item No. 14. Closed Meeting.

At 11:38 a.m., **motion** was offered by Mr. Thomas, that the Board go into closed meeting pursuant to Section 2.2-3711(A) of the Code of Virginia, under Subsection (1) to consider appointments to boards, committees, and commissions, and an administrative position; under Subsection (7) to consult with legal counsel and staff regarding a specific legal matter requiring legal advice and probable litigation relating to retirement benefits; under Subsection (7) to consult with legal counsel and staff regarding specific legal matters requiring legal advice relating to the negotiation of an interjurisdictional agreement for public safety services; under Subsection (7) to consult with legal counsel and staff regarding specific legal matters requiring legal advice relating to the negotiation of an interjurisdictional agreement to provide public services; under Subsection (7) to consider a matter of probable litigation regarding a property assessment; and under Subsection (7) to consider a matter of pending litigation regarding a Zoning Ordinance waiver. Mr. Boyd **seconded** the motion.

Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Mallek, Mr. Rooker, Mr. Snow, Mr. Thomas, Mr. Boyd and Mr. Dorrier.
NAYS: None.

Agenda Item No. 15. Certify Closed Meeting.

At 1:35 p.m., the Board reconvened into open session. **Motion** was offered by Mr. Thomas to certify by a recorded vote that to the best of each Board member's knowledge only public business matters lawfully exempted from the open meeting requirements of the Virginia Freedom of Information Act and identified in the motion authorizing the closed meeting were heard, discussed or considered in the closed meeting. Mr. Rooker **seconded** the motion.

Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Mallek, Mr. Rooker, Mr. Thomas, Mr. Boyd and Mr. Dorrier.
NAYS: None.
ABSENT: Mr. Snow.

Agenda Item No. 16a. Boards and Commissions: Vacancies/Appointments.

(**Note:** Mr. Snow returned at 1:36 p.m.) Mr. Boyd offered **motion** to reappoint John Springett and Kimberly Higgins to the Police Department Citizens Advisory Committee, with said terms to expire March 5, 2012. Mr. Rooker **seconded** the motion.

Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Mallek, Mr. Rooker, Mr. Snow, Mr. Thomas, Mr. Boyd and Mr. Dorrier.
NAYS: None.

Agenda Item No. 17. From the Board: Matters Not Listed on the Agenda.

Motion was offered by Mr. Boyd, **seconded** by Mr. Rooker, to adopt the following resolution to authorize benefits paid to employees electing early retirement between April 1, 2008 and February 1, 2010. Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Mallek, Mr. Rooker, Mr. Snow, Mr. Thomas, Mr. Boyd and Mr. Dorrier.
NAYS: None.

**RESOLUTION TO AUTHORIZE BENEFITS PAID TO EMPLOYEES ELECTING EARLY RETIREMENT
BETWEEN APRIL 1, 2008 AND FEBRUARY 1, 2010**

WHEREAS, the County of Albemarle Personnel Policy P-63 establishes a Voluntary Early Retirement Incentive Plan ("VERIP") that provides qualifying employees who are eligible to retire under the Virginia Retirement System ("VRS") both a stipend and continued Board contributions toward health insurance for a period of five years, or until the age of 65, whichever is earlier; and

WHEREAS, the VERIP stipend amounts for employees electing early retirement under VERIP between April 1, 2008 and February 1, 2010 were calculated incorrectly, resulting in overpayments to those employees that were not authorized by Policy P-63; and

WHEREAS, the Board of Supervisors regrets the financial impacts resulting from these miscalculations and desires to minimize those impacts by retroactively authorizing the VERIP stipend benefits that were paid in excess of the benefits authorized by Policy P-63 between April, 2008 and February 1, 2010; and

WHEREAS, to further minimize the immediate financial impacts caused by the miscalculations, the Board of Supervisors will authorize the County Executive to modify the future VERIP stipend payment schedule for the former employees, if requested, by increasing the amounts of the monthly payments and decreasing the number of VERIP stipend payments, provided that the total payments received after February 1, 2010 do not exceed the VERIP stipend amounts authorized by Policy P-63; and

WHEREAS, after February 1, 2010 these former employees, like all other qualifying retirees, will be paid the correct VERIP stipend amounts consistent with Policy P-63 for the remainder of their VERIP benefits periods, and will also continue to receive their lifetime VRS retirement benefits.

NOW, THEREFORE, BE IT RESOLVED that the Albemarle County Board of Supervisors hereby authorizes the prior payment of additional VERIP stipend benefits to each former employee electing early retirement under VERIP between April 1, 2008 and February 1, 2010 equal to the amount of the overpayment received by such employee prior to February 1, 2010; and

BE IT FURTHER RESOLVED that the Albemarle County Board of Supervisors authorizes the County Executive to establish future VERIP stipend payment schedules for those former employees electing early retirement under VERIP between April 1, 2008 and February 1, 2010 to modify the future monthly payments for VERIP stipend benefits due under Personnel Policy P-63 after February 1, 2010, provided that the total payments received after February 1, 2010 do not exceed the VERIP stipend amounts authorized by Personnel Policy P-63.

Motion was then offered by Ms. Mallek, **seconded** by Mr. Rooker to adopt the Resolution Designating 2010 as The Year of the Rivanna in recognition of the 40th Anniversary of Virginia's Scenic Rivers Program. (The resolution was read during the morning portion of the Board meeting.) Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Mallek, Mr. Rooker, Mr. Snow, Mr. Thomas, Mr. Boyd and Mr. Dorrier.
NAYS: None.

Recess. At 1:37 p.m., the Board recessed.

Agenda Item No. 18. Call to Order. The meeting was called back to order at 6:02 p.m., by the Chair, Ms. Mallek, who noted that the Monticello High School AFJ-ROTC Unit VA-20023 Honor Guard would post the colors this evening.

Agenda Item No. 19. Pledge of Allegiance.
Agenda Item No. 20. Moment of Silence.

Agenda Item No. 21. Proclamation recognizing the 16th Annual Virginia Festival of the Book.

Ms. Mallek read the following proclamation into the record:

VIRGINIA FESTIVAL OF THE BOOK

WHEREAS, *Albemarle County is committed to promoting reading, writing, and storytelling within and outside its borders; and*

WHEREAS, *our devotion to literacy and our support of literature has attracted over 1,000 writers and tens of thousands of readers to our VIRGINIA FESTIVAL OF THE BOOK; and*

WHEREAS, *the VIRGINIA FESTIVAL OF THE BOOK celebrates the power of books and publishing; and*

WHEREAS, *businesses, cultural and civic organizations, and individuals have contributed to the ongoing success of the VIRGINIA FESTIVAL OF THE BOOK; and*

WHEREAS, *the citizens of the County of Albemarle and Virginia, and the world, have made the VIRGINIA FESTIVAL OF THE BOOK the best book festival in the country;*

NOW, THEREFORE, *I, Ann Mallek, Chair, on behalf of the Albemarle Board of County Supervisors, do hereby proclaim Wednesday, March 17, 2010, through Sunday, March 21, 2010, as the Sixteen Annual*

VIRGINIA FESTIVAL OF THE BOOK

and encourage community members to participate fully in the wide range of available events and activities.

Agenda Item No. 22. **PUBLIC HEARING** to receive comments on the County Executive's FY 2010-11 Recommended Budget. (*Advertised in the Daily Progress on February 28 and March 2, 2010*)

Ms. Mallek said this agenda item will begin with Mr. Tucker presenting his proposed budget to the Board and the public. After that presentation, she will go over the Board's rules for the holding of a public hearing. In addition to this meeting being video-streamed to Rooms 241 and 235 in this building, it is also being carried live over WINA.com so it is available to anyone who is interested. She thinks this is a good opportunity for the Board to show good government in action.

Mr. Tucker said he appreciated the opportunity to provide everyone with an overview of the FY 2011 recommended budget. In this budget staff has confronted the reality of reshaping the County's organization while attempting to establish reasonable expectations for Local Government services in a time of significantly reduced revenues. He said Albemarle County is experiencing a significant structural budget imbalance. Without major adjustments it faces ongoing projected expenditures that will outpace ongoing anticipated revenues over the short- to long-term. Since the fall of 2007, aggressive expenditure reductions have been implemented including operational savings and efficiencies, position reductions and staff reallocations to make sure finances are stable and the organization is responding to changing workload levels. Local Government needs to be sustainable over time in the new economic reality being faced.

Mr. Tucker said that balancing this budget created difficult choices that will change the nature of service levels and funding support in fundamental ways – for example, while reducing funding for Local Government departments over the past two or three years and maintaining at least level funding for community agencies, that could not be accomplished in this budget. Strategic investment is an important part of this budget process as it is determined how to build back core services if additional revenues, beyond what are envisioned in this budget, become available.

Mr. Tucker said the public hearing tonight is an opportunity for County citizens to share their thoughts on the budget recommendations and how those recommendations reflect the community's priorities. He thinks it is important to start the budget discussion tonight by understanding the realities of the financial situation taking a multi-year look at how circumstances have changed and been impacted by the economic downturn which obviously has been more than a one-year occurrence.

Mr. Tucker first discussed General Fund Revenues. Between the budget adopted in FY 08-09 and the recommended budget for FY 10-11 – a two-year period – a total decline in revenues from the General Fund of \$11.9 million, or 5.3 percent is projected, including a \$1.6 million reduction in State revenues. These declines are across all major revenue sources including property taxes, sales tax, state revenues to Local Government, and business licenses. During the period from FY '09 to FY '11 when revenues significantly declined, the County has been required to meet substantial mandated increases totaling over \$7.0 million including \$4.8 million in Revenue Sharing to the City of Charlottesville. Other major categories include School and Local Government debt service, tax relief for the elderly and disabled, the SPCA and the City fire contract.

Mr. Tucker said the School Division also faces significant fiscal pressure. He said local funding is provided to the School Division based on a formula that splits new local revenues with 60 percent going to

the Schools and 40 percent to Local Government. Local revenues to support school operations have declined \$5.2 million between the adopted budget in FY 08-09 and the recommended FY 10-11 budget. That \$5.2-million figure is based on that customary funding formula. There will likely be other significant state reductions to the Schools in FY 10-11 including adjustments to the composite index and the budget recommendations of the Governor and General Assembly. While the State budget has not yet been finalized, a significant level of reductions has been indicated. These reductions are not reflected in the recommended budget due to timing, but they will be reviewed and taken into consideration by the Board of Supervisors during their budget process. A summary of the School Board's budget, which they approved earlier, appears in the budget document - it projects an \$8.8 million shortfall and that shortfall that is not accounted for in his budget.

Mr. Tucker said in order to respond to declines in revenues and increases in mandates staff had to take an aggressive and proactive approach to repositioning. This budget incorporates the principles of zero-based budgeting by not automatically assuming that current year expenditure levels are justified but rather systematically reviewing, reprioritizing and shifting funding support from activities that no longer match core objectives. He said that in looking at reductions over the period from the adopted FY 08-09 budget to the recommended FY 10-11 budget, some major adjustments are obvious, including support for Local Government's Capital Program, which has been reduced by 97 percent or \$8.1 million during that time, and support for the School's Capital budget which has been reduced 74 percent or \$740,000. The recommended FY 10-11 budget is at a maintenance level, meaning that the only projects proposed to remain funded in the CIP are contractually obligated projects and maintenance and repair projects that are considered necessary to protect existing facilities and equipment. Funding for all new capital projects, including all fire stations, parks, libraries, schools, sidewalks, greenways, recycling, etc., have been proposed for elimination or delayed beyond the next five years in order to balance the CIP plan.

Mr. Tucker said major departmental areas of reduction from the FY 08-09 adopted budget include General Government administrative operations, including Public Works – which declined 5.7 percent or \$835,000 and the Community Development Department which has been reduced 18.2 percent or \$1.14 million. He said the FY 10-11 recommended budget continues the reduction and repositioning efforts reflected in the last two budgets in response to the revenue impacts and in response to a changing economy that is shifting workload in the County's organization.

Mr. Tucker said the total recommended operating and capital budget is \$293.8 million. The amount reflects a total decrease of \$10.3 million or 3.4 percent from the FY 09-10 budget which is the current adopted budget, and a decrease of \$40.0 million or 12.0 percent from the FY 08-09 adopted budget. He said the challenging budget decisions now are based on sound principles that reflect the goals and values of the organization. These budget recommendations are the result of a thoughtful process of carefully assessing services from a variety of perspectives including results and outcomes, workload levels, citizen priorities, strategic objectives and direction provided by the Board of Supervisors.

Mr. Tucker said the high level goals that shaped the development of this budget are: to reduce and restructure the organization to ensure long term sustainability; to maintain essential health and public safety services to the greatest extent possible; provide reductions based on established criteria across all service areas including community agencies which have not been reduced to this point; to respond to reduced workloads and service level reductions by eliminating/freezing positions and reassigning staff; to continue the commitment to school funding based on the established funding formula; to maintain a proactive approach to identifying and implementing efficiencies and savings; to fund obligations and commitments; to establish a dedicated and ongoing revenue contingency fund; to shore up the undesignated General Fund balance to ensure the County's continued strong financial position; and, to maintain competitive compensation and benefits to the greatest extent possible for employees.

Mr. Tucker said, as he was directed by the Board of Supervisors in January, this budget is balanced using the existing tax rate of 74.2 cents; the County actually operates on a 62.2-cent tax rate after 12 cents of the tax rate is transferred to the City under the Revenue-Sharing Agreement. Expenditures are reduced by \$10.3 million (3.4 percent) from the FY 09-10 budget, the current budget. The Capital Improvements Program budget is reduced by \$106.6 million, or 64 percent over the next five years. In this budget, 23 additional positions are recommended to be eliminated, frozen, or offset by other revenues for a total of 78 positions. That puts Local Government at the per capita staffing level it was at in FY 01-02. Budget reductions are based on criteria applied across all service areas, and impact a majority of community agencies for the first time. Reductions were recommended to community agencies out of necessity only after aggressively reducing Local Government department expenditures to the point where core services must now be preserved. He said there are many people here who are concerned about the five percent reduction proposed for the Library system, and he will ask the County Attorney, Mr. Larry Davis, to give a brief synopsis of the agreement with the Library Board at this time.

Mr. Davis said the Regional Library Board agreement basically provides for funding for three different categories of costs for the library system: regional costs (system costs) are spread based on the percentage of a jurisdiction's total circulation use between the five jurisdictions that make up the Central Library; Charlottesville/Albemarle costs, which are the costs for the Central Library, Gordon Avenue Library, and the Northside Library are based on the circulation of the City and the County for those particular libraries; and, the third category of costs are called local costs which are the costs for branch libraries that are solely located within the member jurisdiction's area. In Albemarle, those local costs are for the Scottsville Library and the Crozet Library. For the local costs which have been the issue, for Scottsville and Crozet, the County solely determines under the agreement how much funding is available for that local library. The Library Board is required to provide the amount of service for that local library that's consistent with the wishes of the County and is practicable to be provided based on the level of funding. If the Library Board determines that the level of funding is inadequate to operate a library, then

that funding cannot be diverted to either regional costs or the Charlottesville/Albemarle costs. Instead the County would be under no obligation to fund the local library if the local library was closed. Basically, the Library Board is required to continue to operate the local libraries with the level of funding provided by the County or that funding is no longer required to be paid for the library under the Library Agreement.

Mr. Tucker said what is proposed in this budget is to fund the Regional Library but with a five percent reduction; funding for the local branches will be funded with that reduction. It is anticipated that will be adequate to keep those libraries open. The Board of Supervisors will obviously be discussing this further during their work sessions.

Mr. Tucker said the proposed budget allocates approximately 61.0 percent of its total to the School Division for operations, debt service and capital needs. Since funds are allocated to the Schools based on a 60/40 split of new local revenues, the decline in local revenue sources has the impact of reducing General Fund contributions to School operations by \$4.0 million or 4.1 percent. This proposed budget also reflects an increase of \$416,000 or 2.3 percent in Revenue-Sharing to the City of Charlottesville for a total of \$18.45 million for FY 10-11. Increases in employee benefits are funded, but the budget provides no increases in employee compensation for the second year in a row. It also reflects \$445,000 in revenues from the EMS Cost Recovery Program. The budget continues to provide \$1.0 million for Tax Relief for the Elderly and Disabled; a revenue shortfall Contingency Fund of \$800,000 is created; and, finally it uses \$2.0 million in rollback taxes from the revalidation of the Land Use Tax Program to shore up the Fund Balance and assure the County's sound financial position.

Mr. Tucker said he knows everyone is interested not only in the proposed tax rate but what that rate will do to the amount of their tax bill. He said the average single-family residential home value in January 2009 was \$308,000. At the 74.2-cent tax rate, the average homeowner paid \$2,285.36 in real estate taxes. This year (2010), after an average decline in residential property values of 3.96 percent following the recent reassessment, this home is valued at \$295,800 for a tax bill of \$2,194.84. This results in an annual real estate tax reduction of \$90.52 at the 74.2-cent tax rate. Also the average commercial property owner will see a slight reduction in taxes.

Mr. Tucker said to summarize, he will reemphasize some key elements of the recommended budget. Staff followed the Board's direction in bringing forward a budget balanced on 74.2-cent tax rate and made \$10.3 million in reductions from last year to stay within available revenues. Staff has been proactive in identifying savings and being responsive in repositioning the organization with the result that Local Government staffing is at the 2002 per-capita level with an additional 23 positions either eliminated, frozen or offset by other revenues for a total of 78 positions. It followed budget reduction principles by protecting core services to the greatest extent possible. As an example, the largest departmental reductions for FY '09-FY '11 occur in Fiscal Management Services and Community Development areas. The County's commitment to the School funding formula has been continued recognizing that additional reductions from the State are placing fiscal stress on the School Division; strategic reinvestment of new revenues to address core service reductions and to rebuild the capital program is a critical consideration and will be an important part of work sessions in the coming weeks and also will be a focus of the Board's Strategic Planning Session scheduled for June. He noted that there are several budget work sessions planned between March 8 and March 17 and then there will be a public hearing held on the Board's proposed budget and tax rate on March 31; adoption of the FY 2010-11 budget and tax rates is set for April 7.

Ms. Mallek addressed attendees to state the formal rules for the evening. She said she expects cooperation and inspiration from the speakers. She said all have to work together to find the best solution, and the way to start that is to get the public's ideas – that means that a safe zone for all different ideas to be spoken, without any sense of worry about an unpopular idea, or any kind of recriminations from anyone in the crowd. She said that the Board's goal is to listen fully to what everyone has to say and to treat each speaker with respect. She said that each speaker will have two minutes to speak, which is a change from the usual three minutes, but more than 150 speakers are signed up to speak tonight. She then explained the Board's rules for holding a public hearing, and then called names from the sign-up sheet.

Mr. Wally Adesina addressed the Board, stating that he is a science teacher at Western Albemarle High School and the President of the American Education Association's local chapter. He said that Dr. Moran and School Board members have presented a needs-based budget for the 2010-11 fiscal year, and have tried their best to cut wherever possible but to also preserve the quality of instruction in classrooms. He said they are looking for alternative ways to save money. He knows the Supervisors have received many comments and postcards from parents and citizens' stating the desire to have the Schools budget fully funded. He stated that if the School Board's budget is cut, the achievement gap will widen, talented teachers may be let go, and teacher morale will decrease as will student performance. He said they want the tax rate increased in order to generate more revenue that will be enough to run the School Division and all other departments in the County. He thinks the County should be able to pay its bills and that is not the case right now.

Mr. David Wagoner addressed the Board, stating that he is a Keswick resident and a product of Albemarle County schools. He has four children in the County's public schools so has a lot invested in public education, but he also works in small businesses and is a homeowner and taxpayer. He thinks the Board will hear from people who value public education above all else regardless of costs, also there will be people whose position is guided by their belief that the only good tax is an abolished tax. He said it is the Supervisors duty to govern, not to operate solely on philosophical ideas but with the realities and practicalities of the County's needs. A vibrant County needs a vibrant economy, and a vibrant economy needs people to run businesses and support them as consumers. When he left for college in another state he had no intention of returning but later he realized the importance of the quality of life and of the

educational opportunities for his family. Then he came back, and so far has not had a reason to consider going elsewhere. He said the County cannot cost cut its way to success. He asked the Supervisors to protect the County by protecting public education.

Miss Katherine Wagoner said she is in the sixth grade at Jackson P. Burley Middle School. She has two older sisters and a younger brother also in County schools. She understands that unless taxes are raised, the School budget will be cut. This would impact the people who will lose their jobs, also the students and the remaining teachers. Class sizes would increase and teachers would have to do more work, adding that her sister's eighth grade science class already has 34 kids crowded around tables. Cutting the budget would also impact after school activities such as sports and Destination Imagination. She is on the sixth grade DI team and they won first place at the regional tournament last week. She said she has gained confidence from DI and learned how to speak up and be creative. Her sister has run cross-country and played lacrosse in high school. These activities teach kids confidence. Some families can afford to pay for these activities, but some cannot. Without enough money in the budget some kids will lose out on these extra opportunities. She thinks it would make more sense to raise taxes so the schools will have enough money to continue to be able to fund the necessary teachers and staff, activities like DI and other clubs and sports.

Mr. David Oberg said he is the parent of a kindergarten student at Crozet Elementary. He cited part of a speech from President Ronald Reagan, which said the United States is still a shining city on the hill, that it is the fulfillment of democracy with the fulfillment of promise and hope. He was saying that we're not done yet, there is more to do. He said he is concerned that there are people in the County, the state, and the country who think we are done, that our best days are behind us. He said that our best days are before us, so if they are in front of us, there is a need for excellent public schools. He stated President Reagan supported public education for the very reason that democracy needs educated people. If the Supervisors think we're done then they should step down. If our best days are ahead of use, support the School budget.

Mr. Tom Mix said he is a teacher at Murray High School. He read an interesting article a few weeks ago, and was surprised to learn that the largest airline carrier in the United States is Southwest Airlines. It has a larger market capitalization than all the other U.S. carriers combined and is the only carrier that didn't lay off any workers after 9-11. He said Mr. Jeffrey Pfeffer, a Stanford business professor, has studied layoffs. He found that they're really bad for business. Businesses who lay off workers are poorly positioned when recovery comes, retraining costs are high, there is a loss of worker morale, a loss of productivity, a loss of institutional knowledge and memory, a loss of trust in management, a loss in the physical and mental health of workers, and even a rise in workplace violence. Also, the businesses that lay off workers don't gain market share and the value of their stock doesn't rise. To top that off it's bad for the economy because laid off workers spend less, and even the people who keep their jobs spend less because they are worried about losing their jobs. He said it appears that the State budget will be cut dramatically, and many state workers may lose their jobs. He is concerned about Albemarle – at this time he understands that about 40 educators may lose their jobs. He knows Dr. Moran and the School Board have tried hard to retain those jobs but they need more support. For 63 cents more per day from a median income home, the budget that the School Board proposed can be covered, and a dollar a day will cover the \$13.0 to \$15.0 million shortfall. He then presented to the Board a donation of \$272.08.

Ms. Mary Kelly said Virginia rates eighth among the 50 states in per capita income, but only 43rd in percentage of tax contribution compared to personal income. Albemarle ranks ninth in per capita income in Virginia, and it's per capita income is 59 percent higher than that in Charlottesville, but its real estate tax is almost 21 percent lower. She encouraged Board members to visit Mr. Brian Wheeler's website for a more detailed analysis of financial wealth in Albemarle County. She said Nobel Peace Prize winning economist Mr. Joseph Steigle has made two points recently: wise spending on education and infrastructure yield economic growth and layoffs have a negative effect on a local economy; and, when the economy grows, tax revenues increase. She said as an Albemarle County employee living in Charlottesville she would be happy to pay on its 95-cent tax rate because she values education. She then asked all audience members in favor of full funding for the School Board's budget request to stand (approximately ? stood). Ms. Kelly then presented to the Supervisors a check in the amount of \$365.00 because she values education and is willing to pay an additional amount.

Mr. Trevor Pruzyski said he is an English teacher and does not do statistics. He said he does have a story and will make it brief. He mentioned a former student in his American Literature class who was very gifted; he was captain of the football team and also active in the Student Council. He was also one of a small group of African American students who navigated the system successfully and found themselves in advancement placement and honors classes. He had told this young man that he would be an incredible teacher, but the young man resisted as he felt his father would view such a career path as a waste of tuition. He said this young man and his father held a commonly held belief in the community that despite all the lip service given to the importance of education that ultimately in this community teachers are really respected, that education is not that highly valued and to become a public educator is to set yourself up for disappointment and for insecurity and for vulnerability. He said this makes him sad. This evening, there is the opportunity to take one large step forward to dispel this idea. This would show the entire community, especially the young people who might be considering making a difference by becoming a teacher that they are valued and will be supported.

Mr. Christopher Reynolds said the school system is facing a budgetary shortfall with deep cuts in vital educational services proposed. He finds it unacceptable that such cuts have to be considered within the educational system. In his personal opinion it would be difficult to find someone who disagrees with that. He said since the educational system is critical to the future of the community, he will ask the

Supervisors to consider an increase in the real estate tax. It is because the state has decided to adopt a fiscal policy that cripples the abilities of our communities that he finds the need to make this hard request. He is appalled that localities must pay the price for a state administration that is not willing to do what is necessary to ensure the best possible outcome for our children. It is with that in mind that he urges the attendees present tonight who are willing to help make a difference in this struggle to let state elected officials know that nothing but the best investment possible in public schools is acceptable. He believes that investing in the public schools is an undeniably critical component of ending the current recession. In conclusion, he reminded the Supervisors that this is the time to show that they are willing to stand and deliver what the empty seats in Richmond have failed to do.

Ms. Margie Shepherd said she is a teacher and the parent of four students who have been through the systems, a resident and taxpayer. When the Supervisors consider the property tax rate and they ask Do you want to increase taxes? that may be the wrong question. Of course they don't. The question should be Do you want a tax increase or do you want to decimate the schools, the arts, the libraries, the programs, or the police force? Do you want an increase or do you want some cheap old stripped down, lower property value, lesser version of live as we know it in Albemarle County? She said that dime addition to the tax rate is looking like a sweet deal. She has said for years that if the County is serious about trimming costs, Albemarle and Charlottesville should look to consolidating programs instead of trying to alienate the City. This is all one community and should work together instead of fighting. She said these massive cuts are not the County's fault, the State and the economy had a hand in the problem, but local control means local responsibility. The deal has changed. The weight has shifted to the counties. The buck stops here. And it's your responsibility to take care of the fabric of our County and make sure it's not trashed. She said in Albemarle we ask the question, what would Jefferson do?

Ms. Joanne Meier, President of the Brownsville Elementary School PTO and parent of two young children, said she is also a small business owner and the owner of two homes. She said our children are our future. Teachers help shape the future and they cannot instruct additional children effectively without instructional assistance and additional instructional materials. She encouraged the Supervisors to help tomorrow's future and vote to raise the tax rate to one that supports the School, the teachers and the kids. She added that her nine and seven-year-old daughters created a petition in support of the Crozet Library – they gathers 47 signatures.

Mr. Ned Gallaway said he represents Agnor-Hurt Elementary school on the Parent Council, and is the parent of a second grader and two future students. He supports many of the views in support of education. At all levels of the political world, education is always touted in political rhetoric as a primary issue of importance. It political action matched the rhetoric of politicians we would not likely find ourselves in the situation we are in. He said there is a new Board with newly elected supervisors who touted investment in education and investment in children as a primary value and goal. He said the fate of the children rests with the Board of Supervisors – it is their responsibility. He passionately disagrees with state leaders and a few members of this Board who believe the County must revert back in education, adding that \$8.8 million is not reverting back a year or two – but is reverting back decades. He found no mention of “revert back” in the Strategic Plan. Revert back is emphatically contrary to his responsibility as a parent, a taxpayer, and a voter, He hopes it's emphatically contrary to the duties of those sitting on this Board.

Ms. Marianne Ramsden said she is the Branch Manager at the Scottsville Library. She was asked by elderly patrons who could not attend this meeting to read a statement on their behalf: “The Library Board says it cannot cut five percent of the Library's budget. Having crunched numbers, we agree. A slight reduction in our real estate taxes is meaningless and we are retired on fixed incomes. Closing the Scottsville Library is meaningful – it means that an incredibly wealthy County does not put the needs and desires of its citizens first. It means we do not value learning and community and stable societies. We are spending enormous amounts of tax dollars and lives to build schools and libraries in third world countries. How can we close them here? The idea of closing a library in Albemarle County is ludicrous. Please don't reduce revenue from real estate taxes and fully and adequately fund the library system. This is not an emotional plea from our hearts. You will hear plenty of those. We understand budgets, we understand sacrifices, and we understand responsibility. This is a statement from our heads and from our consciences. It is unconscionable to close libraries, anywhere, anytime.”

Ms. Susan Scerbo said she is the other full-time employee at the Scottsville Library and she also has three children in the County school system. She is appalled at the lack of foresight in the budget proposal and asked how the County is expected to function at present levels with less staff and less funding. The Board members were elected to represent the citizens because they cannot all be involved in every decision. The citizens expect the Board members will discover all the legal details that affect us before coming to a decision on our behalf. She said has read the details in the operation agreement the Library is obliged to abide by. Each County and the City agreed to pay proportionately based on the use if their residents. She knows the Library Board of Trustees supports each and every branch of the system and they are not in favor of cutting hours or closing a library. However, they are not in a legal position to move funds from one place to another. Unfortunately, the public is not aware that their taxes do not pay for library equipment, or programming, or books but these funds come from other sources. She asked if the Board members have spoken to their constituents about this budget proposal – not just friends and supporters, but real people who may not agree with them on every issue. The Board members have been given a sacred trust to represent the interests of the little person – the person who has no voice. She said there are few things that matter more to the average citizen than their children and grandchildren and their future. The falling real estate values mean less tax revenue unless the tax rate is adjusted accordingly, and even though times are tough, causing more people to lose their jobs isn't going to improve things. She does not think the people are opposed to paying the same amount in taxes this year as last. The

residents of Albemarle County know what is important – our children, our schools, our libraries, and our future.

Ms. Laura Morris said she is a teacher at Scottsville Elementary school, and the mother of three children who attend Red Hill Elementary and Walton Middle schools. The affects of the shortfalls in revenue are serious. Teaching in a small school she is aware that they have always been conservative with money and staff knowing how valuable every minute of teacher time is. They are used to that, but never had to think about losing a principal. That is ridiculous. Last year she spoke to the School Board to save Scottsville, Yancey and Red Hill schools when they were in danger of being closed. She is here tonight to save the schools; same wars, different battle. The cuts already in place are drastic. She came to ask the Board to put the children of Albemarle County first. She said many other people present tonight will ask the Board for funding for various programs and services, but they are not asking on behalf of kids, she is. She knows that economic growth is a top priority of the Board, and the School System values business as well. They strive for each student to graduate ready to enter the business world, able to think critically, apply problem-solving strategies, using technology and demonstrate respect for diversity and the community around them. She emphasized that businesses want an educated workforce, and often choose to relocate based on how much a community values its education. She is a taxpayer and is willing to increase the tax base to put kids first, and fund the School Board's request in full. She asked the Board to do the same.

Mr. Tony Townsend said he is one of three Albemarle County trustees on the Jefferson-Madison Regional Library Board. He appreciates the introduction given today by Mr. Tucker and Mr. Davis, and also appreciates the Board's recognition of the Virginia Festival of the Book. He said the reason why a five percent cut would mean the closing of a library is that the Central, Gordon Avenue, and Northside libraries are funded jointly by the City of Charlottesville and Albemarle County. The City has already agreed to fully fund the libraries – any service reduction would adversely affect Charlottesville residents even though they are fully funding these libraries. That's not fair, and it's not permitted under the JMRL regional agreement which Albemarle signed in 1972 and re-signed in 1991. He indicated that the only libraries solely funded by the County are Scottsville and Crozet. As to a reduction in hours as proposed by the County Executive, JMRL serves five localities and it cannot cut services in Nelson and Louisa counties just because Albemarle isn't meeting its financial obligations. In prior years other counties in the regional system have had to make budget cuts but they've done so without expecting the other localities in the system to help with their shortfall. He said Albemarle is responsible for its own budget shortfalls and cannot expect other JMRL localities to cut services. He has not volunteered time for seven years on the Library Board to see library branches closed. That's not what he signed up for, and that's not why the Supervisors appointed him.

Mr. Tim Tolson said he has represented Albemarle on the Library Board of Trustees for the last eight years. He said they have worked cooperatively and productively with the County over those eight years through many other budget cuts which were proposed for their budget. They have accepted budget cuts in multiple years all without having to cut services or hours. However, this year the proposed cuts are greater than the library system can sustain without drastic cuts in services and hours. He stated the Library Board met with Mr. Tucker and Mr. Elliott in mid-January to go over the Library's budget line-by-line and discuss the impacts of a five percent cut and how that would result in decrease in funding for those branches, and explained the obligations that each locality of the five in the system have. Also, Albemarle's trustees sent the Board a letter before the budget was publicly released explaining those differences and the obligations the County has in the agreement. A five percent cut to JMRL's budget is more than the cost of operating either Crozet or Scottsville libraries for an entire year. For its size, we are the most economical public library in the nation – per person tax support is \$2.55 a month. In the last two years there has been an 11 percent increase in usage, with 2009 being the busiest year ever with 1.2 million visitors and a circulation of 1.6 million books with level funding. He said that 170,000 people have signed up to use the internet. Private, public and home schools rely on JMRL branch libraries for their research and projects. They look forward to coming to a compromise budget that can sustain services for libraries.

Mr. John Halliday said he is Director of the Jefferson-Madison Regional Library system. He said cutting library services is a terrible thing with negative economic consequences and often has personal consequences for its users – as well as being a horrible example for children. He said Mr. Dorrier exemplified admirable leadership earlier this week by calling a meeting with the Library Board president. The two men met in Scottsville and went through the regional library budget and discussed the regional library agreement. Both men agreed that they should use their positions to try to preserve public library services. Mr. Dorrier said, to him, libraries are as important as food and water. He proposed a three-point compromise to preserve library services. The Dorrier plan has three parts. First, he would encourage the County to provide level funding for library services. Second, since level funding would still leave the regional library with a deficit of nearly \$85,000, Library Board President Townsend would encourage the Board Trustees to fill the budget gap without reducing library hours in Scottsville, Crozet or anywhere else. Third, he and Mr. Dorrier would work together in the coming year to broaden the library's funding base by trying to establish library service contracts with the neighboring counties of Buckingham and Fluvanna, and with the town of Scottsville. They would also encourage the establishment of a "Friends of the Library" group in Scottsville. He thanked both of these men for their efforts to save the libraries, and he asked that the board seriously consider "the Dorrier plan." He said that the Library Trustees and he will be contacting each of the Supervisors soon to answer questions about the library budget or the agreement.

Ms. Pat Napoleon said she is a former teacher. She said a majority of Charlottesville's City Council is poised to allow for the construction of a very costly YMCA complex within the precious public green space of McIntire Park. While the YMCA has an honorable reputation, there is concern about the positioning of the structure at McIntire. The local African-American community has publicly stated their

opposition to a YMCA in McIntire Park – a mature, lush landscape that will be scarred forever. The County has agreed to pay \$3.0+ million to a project placed on City land. However, it does not have the money to donate to a non-profit organization. There's no return of tax dollars on that investment. She thinks a new direction and fresh approach by this Board is long overdue and would be appreciated. County priorities call for readjustment. Tonight, as an educator her heart is with the audience, and she asked the Board to re-designate the YMCA funding for a greater purpose – educational pursuits in Albemarle County.

Mr. Jason Buyaki said he is the parent of a child at Stony Point Elementary and a member of its PTO and the Parent Council. A number of families in Stony Point feel that raising the tax rate is not a viable answer. A lot of families in the County have lost wages, had salary reductions, no wage increases in a couple of year and many have lost their jobs. They, and their economic hardship, need to be considered as well. There is nothing on the tax bill that gives people who would like to have a higher rate the option to send in more money. If he were able to do so, he would. This is a great example to teach the children more about financial responsibility. He said the citizens cannot find on the website month-by-month expenditure reports and/or organizational charts for either the County or the School Board. How can the public understand where its money is going? How can they find savings to keep all those teachers on the payroll? He supports efficient education, but thinks various ways can be found to save money to save those jobs for the teachers. The teachers aren't the problem, it's how the money is being spent. He thanked the teachers for their tireless effort in educating the community's children, adding that the Stony Point PTO is having a craft sale on March 20 and he asked that some Board members participate.

Mr. William Fugett said he thinks the way to address the tax base issue is through revenue from cigarette taxes, meal taxes, and even taxing churches – many of which are located on prime real estate. He stated that they should not be exempt, adding that his daughter goes to Murray High School and if that school were closed the kids attending that school would be dropouts. He thinks the churches should pay their way. He said this problem needs to be fixed, and the kids should not have to suffer for the shortage of funds.

Mr. Jess Haden said he owns multiple properties in the County, is the parent of two children enrolled in County schools, and is a lifelong County resident. He worked in the local real estate industry and is aware of the economic downturn. He said one of the major reasons people live in Albemarle County and move to Albemarle County is the quality of education the County provides. Throughout his life, the Albemarle County public has been able to pride itself on providing a high level of education. The current budget shortfall will break down this long-standing tradition to a level that he is not willing to placidly accept. He is not generally a proponent of tax increases, but if he had to choose between paying more taxes or having the children suffer through less than a stellar educational process, the choice would be clear. He will gladly open his pocketbook and pay more taxes.

Ms. Sally Cushing said she has two children in County schools. She said the Board is charged with keeping the County's budget in the black, and the School Board has forwarded them a budget proposal with a bottom line that is in the red after making more than \$6.1 million in reductions, and it is anticipating the further loss of more than 40 teachers and classified staff. With the elected School Board's direction, school administrators have used their years of professional experience to construct a plan and budget proposal that will continue to provide high-quality education for the children, yet there is still a potential shortfall of \$8.1 million; further cuts will devastate the educational system. In years past, the County has used the Schools' success as bragging rights by simultaneously pointing to the excellent on the tax dollars invested in education. Why must the community have to annually implore the Board to support education? Why can't the Board be both fiscally conservative and support education? Why must they be considered mutually exclusive? There can be no pride in running on a promise to keep the tax rate down if the Schools go down with it. She asked that the Board protect and invest in the Schools for the good of the community and the children.

Ms. Terri Allard said she is a Brownsville Elementary School parent and the Charlottesville-Albemarle project director for Kid Pan Alley – a national songwriting program for children. She requested that the Board fully fund the School Board's FY 2010-11 budget. She understands the decisions the Board must make at this time are extremely difficult. However, it is a simple fact that the children of this community are the future of the community as they will become teachers, lawmakers and leaders. Therefore, isn't their education one of the best and most important investments as a community? If classrooms are overcrowded and understaffed, is that an investment in the community? If the whole child is no longer educated by eliminating music, art or physical education, is this investing in the community? If the schools are not given the supplies and tools necessary to be successful, is that investing in the community? She asked that the School Board's budget be fully funded.

Ms. Jane Kulow she and her husband are County taxpayers with children in County schools; she also serves as President of Albemarle County Parent Council. She said at the Board's first meeting this year with the new Board members, it passed an Action Plan which said that increasing economic development is its top fiscal priority. She said the schools and the students are part of the fuel driving economic development for this County, and the quality of education in the schools brings families and businesses to the County while providing the educated workforce that businesses need. The Board members are stewards of that County business and rightly focused on cutting waste and making the most of County revenue. Since the 2007 Resource Utilization Study, serious cuts have been made by County schools across all departments. Cuts of over \$6.0 million were made to the Schools' budget before it even got the Board of Supervisors. However, required mandates continue to increase, and this year state cuts to education have put many localities in this difficult position. Meanwhile, Albemarle's 12,800+ students need to graduate prepared for a different world than the one we grew up in. Any job we would

want them to have requires technology expertise. They will need to adapt to a constantly changing work environment, must be able to think critically and write clearly. The remaining \$8.8 million deficit would cut at the heart of education they need and the County has promised. She asked the Board as stewards of Albemarle County and its students to provide full funding for the Schools' budget less it cut the very fuel of economic development.

Ms. Linda Hahn said she is the parent of four children who attend three County schools. She volunteers as co-President of the Meriwether Lewis Elementary School PTO. She asked the Board to fully fund the School Board's requested budget and continue to support the schools to keep the community strong. Studies have shown that education is vital in closing the achievement gap between the disadvantaged and their advantaged peers. This poor economy will not last forever. If all work hard they can overcome these economic challenges but the Board's support is needed for the young children who may one day be community leaders, health care providers, and even teachers. All County schools need to provide the quality education that the students needs for a twenty-first century education and society. Don't suspend what everyone has worked so hard to build. It will take years to get back any programs that are cut. Students are being prepared to jobs that don't yet exist and for unknown problems. The students need the tools and the technology to help them compete globally. She asked that the Schools be fully funded so the progress that has been made with reading, writing, math and science, and the benefits of team sports, music education, fine arts and technology can be continued. What is done now will affect the community for years.

Ms. Ellen Climo said she has a child at Meriwether Lewis Elementary School. She is aware of the pro-education platforms that several supervisors ran on. Now it is time for action to support those words and the commitments made. Trimming budgets and looking for efficiencies are the first steps, but the next step shows what you are made of. Tax increases are never popular, but they are sometimes necessary. This is one of those times. She will gladly pay more in taxes to insure quality education for the children of the County, and to insure that the teachers keep their jobs. She asked that the Board invest in the future; make the right choice.

Mr. Bill Goldeen said he has two children in Albemarle County schools. He said all economists use the same formulas and theories. The formula for taxes shows that taxes have a zero net effect on the economy because the County takes in local money and then spends most of it locally. To keep repeating that taxes are the problem is a falsehood. He reminded everyone that Virginia is a commonwealth – the state dictates how a board can raise money. The state took away the car tax but did not give the County another funding source. There is the meals tax, but this source can be erratic. The State lottery has been nothing more than a way for the state to reduce direct funding for schools by forcing a tax on people with poor math skills. The lottery has been revenue neutral in the education system. This leaves the property tax as the primary funding source for local services. The first three cents of an increase this year in the property tax would not be a tax increase – all it would do is bring the County back to last year's income because the value of property has declined. If the Board raised the property tax by 10 cents it would be an actual increase for the average homeowner of less than \$15 per month. If there is concern that some cannot afford this amount then there needs to be some income protection based on filed state tax returns. That would not be easy to do, but the Board has a job to do. The complexity of the job is not relevant, only the outcome. Please raise my taxes!

Miss Shira Goldeen said she is a freshman at Albemarle High School. She came to give an opinion about her education, or lack thereof. She thinks that all of the Board members went to high school and got an excellent education. She asked how many of their classes had over 30 people. How many teachers wanted to teach a class with over 30 people in it? She said there are many students present tonight and she asked that they stand up if they would like to be in a class of over 30 people. When she had trouble with Algebra last year her teacher had time to help her individually. If that class had been filled with 30 students she would not have been able to take that five minutes to sit down with here. She did not come to tell the Board what to do with the money they have been given by the state, but she has a simple idea for a solution. The Board should raise property taxes by about 10 cents. That will not seem very big to the individual, but will make a huge difference in the amount of money the County has. Just a few hours ago she was on the stage at Albemarle High School practicing for a concert tomorrow – all 38 people in the Show Choir were diligently working to make the concert the best it can be. What will happen if the fine arts program does not have enough money to buy music for all of them? What will happen if the band cannot afford to buy new instruments? What will happen if the drama program cannot afford to build the set for their next production? Before the Board votes on this matter she asked that it take into consideration not just the money but the students and remember who will be voting for the Board members in the next four years.

Mr. Matt Korbon said he is a freshman at Albemarle High School. He expressed his disappointment that more students did not come tonight to express their support for education. A school is funded so the students can go on to make America a better place. Basically, education is an investment. He is investing his time in school instead of generating an income. He is having his parents feed him and house him, etc. with their money, and he is not making any money. With the help of education he will make more money in the future to make up for his lack of revenue now. If the County takes away his school experience and decrease the number of teachers and overwork the staff, then the Board is taking away some of my future. He hopes the Board will think ahead so that he does not lose some of his future because some people do not want to pay ten cents for every one hundred dollars. He said he will not shrink from that when he graduates from college and get a job. He will pay his part, but will you?

Mr. Eric Hahn said he is a student at Albemarle High School. He said society is changing, education is changing, and the way we learn is changing. Many of today's top-paying jobs didn't exist 10 years ago and students need to be prepared for jobs that haven't been created yet – jobs that involve

technologies that haven't been invented yet. They work, learn and live in a world-class education system and if the School System is not fully funded, where will they be in ten or twenty years. Who will take over the jobs of the Board or the jobs of teachers who retire? He is part of the MESA program at Albemarle High School, and that class has shown the possibilities of learning through technology – such as the netbooks the County has provided. Today's generation of students learn in a completely different manner than they did years ago, and technology is used in everyday life. Why should education be any different? Because of netbooks he is able to work on projects collaboratively outside of class. He is able to visit virtual labs and perform experiments. He can use interactive websites that increase his learning and the learning of others. In MESA they are at the leading edge of technological education. They literally do everything online, and use almost no paper. This is the future of learning. The question the County should ask is not why he is using a netbook, the question is why doesn't every student have one? He said the Board needs to find some way to fund the School budget. Education is not just about memorizing facts, it is about developing the whole mind, the whole person. Programs that are many students the only opportunity they have to be exposed to the fine arts should not be cut. The School System needs to be fully funded.

Ms. Ceann Wombacher said she has four children in the County school system. She supports education but not the cuts planned. She doesn't think that raising taxes is the only answer. If there is a budget crisis, one needs to look at what is being cut and what is not being cut. She said the School Board is not cutting approximately 38 executives who make over \$80,000 a year. She does think those employees will be affected by the economic crisis. The healthcare increases are not being passed onto the consumer, they're being passed onto the taxpayers. While the student-teacher ratios are being asked to be increased over 20 to 1, clerical staff is remaining the same at 17 to 1. She asked if the Community Relations persons are educating students. Also, there is still a catering budget of \$8,000 as well as an increase of 100 percent in professional services. She said consultants are being paid \$162,000. If there is not the money to put these programs into use, why spend this money? The travel, education, lodging and food budget is \$111,000; where are they going? She thinks the Schools need to explain that they understand the difference between a true want and a true. Before raising her taxes they need to explain to her that they understand the difference.

Mr. Ian Sole said he is a member of the Parent Council, a member of the PTO at Brownsville Elementary, a parent, a businessman and a taxpayer. Normally he is in the minority viewpoint, but tonight is an exception as he is here in support of education. He takes the matter seriously, and he takes the prospect of raising taxes just as seriously. He headed up a billion-dollar company that faced equally challenging times. They had to make many of the same difficult decisions. In business they were guided by three principles. One, they looked at their operation from a needs versus wants basis. They avoided the simple "either" "or" choices and replaced it with an "and." How could they reduce costs and still provide the best product? Although this takes time, it is worth the effort. Reducing staff is the final, not the first option for the reasons mentioned by an earlier speaker. He said they adopted these principles during good times and bad. Only as a last resort who they raise prices (or in this case taxes) to generate the necessary revenue. He supports the tax increase because he believes the staff and Board have done a good job of asking the tough questions. He asked the Board to do it for the future of the children.

Ms. Nancy Markos said she has traveled around the country and talked about Albemarle County's physical education program and its impact on students. Seeing students every day for 30 minutes is the recommendation of the National Association for Sport and Physical Education; she sees her students every day for 30 minutes. In 2002 she learned that this is the first generation of children that will not outlive their parents because of their sedentary lifestyle. Due to childhood obesity, it is important to offer children the opportunity to be active. She said Thomas Jefferson said: "Give about two hours every day to exercise, for health is not to be sacrificed to learning - a strong body makes the mind." For years, Albemarle County has educated the student body and mind. In order to continue the total education of the student the Board needs to fully fund the School budget, and then she presented a list of reasons from her students as to why physical education should always be continued.

Mr. Jack Carroll said he is a physical education teacher at Hollymead Elementary School, a homeowner in the County, and the parent of two AHS students. Hollymead students now receive 120 minutes a week of P.E., but with the proposed budget cuts it would be reduced to 30 minutes per week. Students' fitness scores have risen to the point where the state-recommended levels are not challenging enough and tougher fitness zones have had to be created. Before each SOL test, the students attend a movement session in P.E. called "SOL Warm-up." It wakes them up, warms them up, and primes their brains for test success. Hollymead SOL scores are among the highest in the County and are very competitive statewide. Without the needed funding, the elementary P.E. programs will be gutted to the point of ineffectiveness. The students don't want that and neither do the parents. Schools are vital to the community. People move to Albemarle County because the schools are good. Everybody knows what effect good schools have on real estate values. He said to keep it that way and fully fund the schools.

Ms. Barb Rosen said she is a physical education teacher at Hollymead Elementary and also a homeowner in the County. She recounted several amazing moments by her students, noting that they cannot be measured by a test score or proven successful by analyzing data. She encouraged the Board to raise taxes enough to provide the moneys needed to support the School budget without cutting programs that educate the whole child. She then presented a check for her portion of a real estate tax increase.

Mr. Andrew Wyoner said he lives in Crozet and supports the public schools. Is it true that strong schools produce the next generation of community leaders, the next generation of workers for that community, and they attract businesses that in turn attract and compensation highly educated employees who buy homes, raise families and pay taxes to the community. It would be unlikely that businesses

would want to locate here if the quality of the school system declines, noting Staunton as an example of a locality that is losing population – which the city's mayor attributes in part to its low-achieving schools. He said the Board decided that economic development is a priority. As a County its citizens have decided that education is a priority, so it is time for the citizens to step up and take ownership of the County's schools. He reminded the new members of the Supervisors of their campaign promises to support schools.

Mr. Mark Marini said his 62-year-old mother-in-law is currently living at Rosewood's Hollymead Dementia Unit. She has a rare and tragic form of dementia that is robbing her of her ability to reason, think and speak. This facility is staffed by County residents who are a product of Albemarle schools. He said he is a teacher, homeowner and father of two young children who he hopes will enter into the award winning public schools offered by Albemarle County. He is in favor of economic efficiency, for public safety, for raising his property value, for the young people in Albemarle and continuing to give them the highest level of possibility, for respecting and compensating the citizens of Albemarle who support the infrastructure of the community, and he is for supporting his children and his family, and for raising taxes not only to fund the schools, but to continue making Albemarle a place where people want to come to live and to spend their money and time. As the Board makes this tremendous decision, each member should think about what he stands for.

Ms. Roseanne Yowell said she is a homeowner and parent of two children in schools, as well as PTO President for Stone Robinson Elementary School. She expressed to the Board the importance of education to the County, stating that cutting millions from schools is a detriment to children and the entire community. Over 30 years ago her father moved their family here because of the value Albemarle placed on education – and she moved her own family here 11 years ago. Education is one of the most important decisions a family makes when they decide where they should live. She thinks the value of education has been forgotten otherwise the County would not be facing such a huge deficit. She understands that everyone wants their "piece of the pie" but education should be a top priority. The next generation of leaders for the county and the country are being raised now. Uneducated and unprepared children will affect all of us in the end. She said there has been ample opportunity for new businesses to come to the County, but they have been turned away. She said many people shop outside of Albemarle, and it is losing that revenue. Money is also being lost for education when market values continue to decrease and nothing is done to raise taxes. She asked the Board to remember that over 12,000 kids are being educated now in the County. Put them at the top of the list when making decisions.

Ms. Mason Graham said she is the parent of two children in County schools, a homeowner, and a commercial real estate agent. She recently received an e-mail message which said "Our goal as a community must be to increase the size of the entire pie, rather than fight over how to slice it." She said the future of the community cannot be lost by making quick-fix decisions regarding the education of children. Enlarging classroom sizes and cutting programs is not an acceptable answer because it results in loss of valuable teachers to other programs and students will drop out due to frustrations and inability to succeed in the classroom. The immediate need is for additional tax revenues. She said a quick fix is to place the burden on the residents which is one she will gladly bear. She believes the County needs to look toward the future and find a way to increase commercial activity. While Albemarle revenues have declined, outlying counties increased revenues through additional retail and new business tax revenues. The attitude has been that if businesses want to come to Albemarle, they will have to do it "our way." Maybe this budget crunch will move the County to be more open to business and the commercial tax revenues it generates. In the meantime, don't lose sight of the quality of education in the County.

Ms. Amy Gore said she is the Parent Council Co-Rep for Crozet Elementary School. She asked all of those present with her tonight to stand and be acknowledged. Recently, there has been a lot in the press saying school services need to be more cost-effective, business-friendly approach and provide only what is needed, not what is wanted. She said if the students who walk through the door are well-rested, well-fed, perform on a grade level and need no additional services they can be educated in a cost-effective way, but that is not reality. At Crozet, the gifted resource teacher provides services to about 67 students on a weekly basis in addition to other enrichment programs she provides for staff and parents. There are about 20 students in the school who require special education services – 10 need speech therapy and four need occupational therapy. On a sterile spreadsheet, those are not cost-effective, but they are what these students need, and they are what the Board is obligated to provide. She asked that the School budget be fully funded.

Ms. Lisa Bittner said she home schools three children and her family is a frequent user of the Scottsville Library. She implores the Board to work to keep the Scottsville Library open. When third world countries are being lifted out of poverty, the most potent symbol of their progress is always the building of schools and libraries – and now one of the wealthiest counties in a first world country when faced with budget cuts simply decides to close libraries. It should shock all rural residents that the rural libraries are cut first. Her children taught themselves how to read using the Tin-Tin series – there is a complete set at the Scottsville Library while the Charlottesville Library does not have the complete set. She mentioned that the Scottsville Lions Club is also in support of keeping the library open.

Miss Lanie Bittner said the Scottsville Library is one of the only pastimes in town. She said that Thomas Jefferson gave all his books to make a library when the nation needed one, so why is the County where Jefferson lived closing two libraries? She asked that the Crozet and Scottsville libraries remain open.

Miss Virginia Gett said she is from Esmont. The Scottsville Library is the closest to her house and is really special. She also spoke on behalf of disabled citizens who could not attend tonight's meeting to

say how much they like the Scottsville Library. If the library is closed, the librarians might have no jobs. The library makes things a lot better.

Ms. Leonore Gett said she lives in Esmont. She urged the Board to keep the Scottsville Library open. She said her four children are homeschooled and the library and its' stellar staff are a priceless resource for her family. The Scottsville Library is a central location for many groups – homeschoolers, Scottsville barter network, the book clubs, meeting rooms, etc. She said there are many Scottsville residents who cannot speak tonight because they live in Fluvanna County. They use the library a lot. She said the poor in the community find the library very important as it's the only place in Scottsville where they can have free access to computers, online services. She mentioned the library's proximity to Scottsville Apartments which houses many low-income and disabled residents. Many of these residents don't drive so could not come tonight. But they have already lost a post office and banks within walking distance. Please don't take their library away – keep it open – it is a lifeline.

Mr. Chad Sensing said he is a teacher at the community public charter school. He said if student learning is to be moved into a new world that is fundamentally different from the one we experienced as children, that what is being asked of the Board is not enough. Everyone knows these are unprecedented times and all share a common financial burden. He asked that the Board members put the idea of taxes aside and put the idea of the schools aside and ask what each member wants for the children in their lives. Then ask if that aligns with what they are willing to commit to the children. If those two things aren't the same it is because each has done everything possible to meet the student's needs and the deficit being faced is because resources have been exhausted and not because our will has been exhausted.

Mr. Rex Linville of the Piedmont Environmental Council said he did not come to talk about schools and libraries, instead he is here to speak for the trees. PEC is a private, nonprofit organization established in 1972 to protect the Piedmont's rural economy, natural resources, history and beauty. They encourage local landowners to protect their land with a voluntary conservation easement – that is one of their top priorities. In Albemarle 81,000+ acres have been permanently protected by the voluntary actions of private landowners. He said the ACE Program helped protect 7,000 acres in the community that would not have been protected otherwise. To reach this level of success the ACE Program has been funded with as much as \$1.6 million annually which was calculated as one cent on the tax rate. This year the Board is proposing to cut this program to \$366,000, with no anticipated funding for the out years of the budget. He said this is not enough money to protect the rural area of Albemarle. Landowners often take years to decide to permanently preserve their land. Once they have decided to do it, the process can take 18 months or longer. Landowners need to know there is the same commitment and long-term funding for the program they are entering into when they decide to preserve their land. Further, the County has about \$1.5 million in matching money from state and Federal entities for this program that will not be available to it without continued funding. He knows there are budget difficulties, but he asks that the Board consider fully funding the ACE Program and provide consistent long-range funding for this program so landowners will now what to expect.

Mr. Bill Westen said he'd like everyone to imagine that everyone in the County is on a big bus heading toward a "budget" canyon, the bridge is out, the brakes don't work but there's not enough money to fix the brakes. If you asked the people on that bus if they would be willing to pay a dollar a day to fix the brakes, what do you think they would say? They would all agree because the failure to pay for a vital service would have catastrophic consequences. That is the situation the County finds itself in today, due to declining revenues and unprecedented cuts from the state. In order to fund the School budget it will be necessary to increase the real estate tax about ten cents. He stated that the increase to him would be less than \$18 a month – which is about what he pays for Netflix. The point is that it is not a great deal of money, and would not be a financial burden. He said people are calling this a budget crisis, but it is only a budget crisis if the Board lets it become one. It has the power to save the schools – please do the right thing and fully fund the schools.

Mr. Jim Morris said he is opposed to tax increases in general. For the last 20 years there has been a capital improvement campaign that has been highly successful and the schools are much better than they were those 20 years ago. There has been a campaign for many years to get the teacher's salaries in line, and he thinks there has been success with that effort. It bothers him that when there is the first downturn the citizens are asked "to go to the well again." He understands his responsibilities to the children. For every child who enters the first grade this year, the taxpayers takes on a debt of about \$140,000 to get them through grade twelve. She feels obligated to fulfill that need the children have. One thing that troubles him, and he would like to see some of the energy from the audience tonight go to the Congressmen and Senators, to do away with the Department of Education which takes his tax money, returns a dime to the County out of a dollar and returns a mandates that costs five dollars. He said the County needs to get rid of something that is hurting education and taking tax dollars rather than worrying about whether to raise the tax rate a dime. He said if the Schools cannot make it, he would support a tax increase, but generally he thinks we need to live within the budget constraints. We are in a serious downturn and a lot of his neighbors are suffering from it.

Ms. Laurie McDade said she is a school counselor at Burley Middle School. She urged the Board to fully fund the County's schools. As a counselor, she has seen the impact of smaller classes on student learning and goals. Smaller classes allow students to form relationships with teachers. There is research about how important relationship building is between teachers and students to promote learning. The students who have those relationships pursue education with more focus, more preparation, and more purpose, so are more likely to become informed, productive citizens. It is also true that students in overcrowded classrooms do not have the opportunity to form those relationships and as a result become disengaged when competing for higher education and careers. The young people cannot be handicapped by taking away the vital resources they need to prepare them for successful careers. She knows the

Supervisors are interested in economic growth so checking on the internet she found that economic developers around the state have said the quality of public education in their communities rose from a significant factor to a crucial one. She said that an interesting fact is that Arlington County was just named one of the top seven in the world intelligent communities. She said the key factor that got them that award is educational excellence. She asked that the Board support public education.

Ms. Grace Zisk said she is a retired Albemarle County teacher and a taxpayer. She assumes the Board has considered all other possible tax cuts before sacrificing the schools and libraries, and if not, she hopes it will still do so. At present, she thinks it comes down to taxes, and the tax rate is lower than it was 10 years ago, and possibly even the lowest among all of the communities in Central Virginia. Instead of having all the citizens share the burden of a tax increase, the Board would be placing a tax on the teachers by making them have to prepare and teach an extra class every day. It would tax students who want to participate in sports by making them pay \$75 to do so. Further, the Board would tax the residents of Scottsville and Crozet by making them drive into Charlottesville to get a library book. Also, remember there is an increased population in the County, therefore she says to forget the mantra of "no new taxes" and raise the tax rate now to keep the County a great place to live.

Ms. Kate Barrett said she is the Stony Point PTO President, a parent of three students in County schools, and she and her husband are small business owners. When money freely flows into its coffers, a good business manager stores away a reserve to plan for times of drought, and she asked if the County has been a responsible caretaker of its financial well-being. All too often troubled companies seek to trim the largest bleeding portion of their budget for a quick save, and if the same shortcut approach is chosen by the County, schools will be put in a precarious position, one that erodes the thing we hold very dear – our children's education. She said a way needs to be found to fund the School Board's budget proposal. Not fully funding that budget sets the Schools up for a decline in the children's education and their future ability to compete in a growing work market and economy. It is a widely shared opinion of parents in the County that the quality of education must be preserved with teaching time in the schools. This cannot be achieved through larger classroom sizes. She said her children will not be left behind. She advantages created by as little as five fewer children per class exist. Five more students is less teaching time per child. That time is most valuable to the children who are getting left behind in the system. She asked if there is anything stored away for the "rainy day?" Are there alternative sources to fund the education of the children's mind? If the funding exists, she implores the Board to use it toward education.

Mr. Matt Kessler said he came to support the schools, and in particular Murray High School where he serves as a Parent Council member. Murray is unique in the system since it is the only charter high school, one of only two charter high schools in the whole state. It serves a critical function by providing an alternative method for educating young people who are at risk of not reaching their full potential in a large conventional high school environment. Having a child settled at Murray was a major reason why they did not relocate this year despite a significant salary increase elsewhere. He said Murray's education method is a model for other schools, teachers, administrators and teacher ed programs, both nationally and internationally. This high school with very small classes is a local gem, whose shine has helped the entire school system become world famous. It is why he has been trying to get U.S. Secretary of Education, Mr. Arnie Duncan, down from Washington to visit Murray as part of his nationwide tour of successful alternative schools. They hoped to ultimately tap into this \$4.0 billion special fund for this and any other County schools that have unique programs. In the meantime, he asks the Board to accept the School Board's proposed budget and raise the tax rate to fund it. School Board member Brian Wheeler recently calculated an increase of just 10.68 cents would cover the revenue shortfall and eliminate the need to make major teacher cuts. In his case this amounts to about a dollar a day. Maintaining the excellence of the schools is one of the best financial investments the citizens can make. While providing a great education for the children, excellent schools are one of the main reasons families, companies and government agencies move to Albemarle County. Thus, keeping programs in tact are critical to long-term economic development. He said that his family now presents the Board with a check for \$367 as an advance payment for the tax increase that would fund the School budget. It is the least they can do to help out during this economic crisis, and they hope that other property owners who can afford it, will do likewise.

Mr. Sachin Doshi said that he is a Senior at AHS and will be going to college in the fall. He thinks he can safely say he is speaking for the overwhelming majority of selfless student interests in the County when they say they will not set back and let their parents fight this battle without them. He urged the Board to raise property taxes immediately to fund the schools. He has received an amazing education over the last 12 years, and cannot stand by while the County deprives it of the chance to keep offering that same level of excellence. The schools are already suffering from heavy state cuts. In trying to find unnecessary spending to cut, it is necessary to dig into essential programs and fire or overwork extraordinary teachers. He said the County's award-winning athletes are now paying fees to play the sports they love. He said that elementary art, music and P.E teachers may be replaced with generic teachers in a county with one of the best fine arts programs in the country. He asked if \$90 in annual savings is of greater value than the quality of public education. He said the property tax rate has been falling for the last decade even though the citizens have a great ability to pay than surrounding counties who paid more. This means that Albemarle schools consistently perform better than surrounding counties with a smaller budget. He said the students ask the Board how they can justify risking their education and their future for problems they never caused, and have nothing to do with. He urged the Board to put education before the election and make the hard choice to raise property taxes to fund the County's award winning schools.

Mr. Robert Hogue said it's a shame that it took a recession to make the County government and schools more efficient. Right now there is no job growth, more people are going to food banks, more banks are in trouble and the FDIC is billions in debt, and homes are being lost to foreclosure. Each one of

us holds \$40,000 on the Federal deficit. More Federal tax dollars go to paying interest on this deficit than any other Federal program. Albemarle County is not going to get much help from the Federal government, so it should cut back on mowing the entrance corridors. He thinks County government needs to be smaller, police officers on different shifts should use the same car, the school system could reduce the number of sports and coaches, charge kids who play sports \$100, school cafeterias could be privatized, increase class sizes, schools cut administrative costs, the school bus system is inefficient, room temperatures could be lowered and raised, parents should donate time to the school system, and public libraries could charge at least \$1 per book to check out a book. People should pay to go to County parks, and could also volunteer to remove timber from roads – as he did during the snowstorm. Each and every one of us needs to be more conservative with our money if we are going to have any future. He asks the Board not to raise the property tax.

Ms. Stacy Walker said this is her thirteenth year as a member of the Parent Council. She has two daughters – one graduated last year and the other is a junior. She said the County school system drew them to the area in 1995. She said that on February 21, Mr. Boyd was quoted in *The Daily Progress* as saying: “My understanding of what the Governor said is to take the schools back to where they were in 2006. We had a pretty good school system in 2006. We just kind of need to revert back to what we were doing then.” She assumes all the Board members have a cell phone and a laptop computer. She asked if they would like to go back to the equipment they had in 2006. If they live in the rural area of the County, did they have DSL in 2006 – she didn’t. If they want the schools to go back to 2006 it is only appropriate that the Board do likewise. By the standards of today, if the schools reverted to 2006, they would not be good schools or even adequate schools. The next couple of years will not be easy for her family because her husband works at the Airport Postal Sorting Facility which is closing at the end of May. He will have a job but they don’t know where. She said they have made a conscious family decision to support two households to support their child’s education. It won’t be easy. She supports the School’s budget and she urges the Supervisors to do likewise and fully fund it.

Miss Michelle Walker said she is a member of the junior ROTC program at Monticello High School. Due to the support she has received at school, she has been able to accomplish many things including being a CADRE in the Junior ROTC program, a member of the color guard and drill guard teams, a member of four honor societies and a player in two sports. All of her core classes are honors or college level. She even walks to PVCC for some classes while maintaining an “A” average at both schools. She attended Jr. ROTC Honors Camp at Tinker Air Force Base in Oklahoma last summer, and was chosen to participate in the Northrop Grumman Sperry Marine engineering mentorship program. She is a member of the Girl Scouts and volunteers on weeks at a camp at Sugar Hollow, and has a weekend job and a summer job which she has had since she was 14. She has a goal of attending the United States Air Force Academy or another university on full scholastic scholarship majoring in aerospace engineering. She never would have found this interest without the help and guidance in the JROTC Program. She attributed her many activities and success to her participation in JROTC – but for other students it could be any arts or extracurricular program, or teacher that sparks an interest in a student. If the School budget is not fully funded, and the School Board starts to chip away at bits and pieces of the schools, the younger students will not have the same opportunities she has had. To stay a top ranked school, she asked the Board to fully fund the School Board’s budget.

Ms. Shirley Palmer said she is a teacher at Albemarle High School and a County taxpayer. She wants to show a video of one staff member that may be lost without full school funding. Because there was a problem in setting up the equipment, Ms. Mallek called a recess.

(Note: At 8:28 p.m., the Board recessed. They reconvened at 8:42 p.m. and continued with the public hearing.)

Ms. Palmer presented her video at this time.

Ms. Anne Geraty said she is a County school teacher. She said if the County does not invest in the education of the children now, it will reap terrible consequences – not only for the teachers and children, but for all of us. She said the schools would not be adequate at the 2006 level because of increased costs and much higher required SOL pass rates. She said it is necessary to get an increasing number of children to pass a high stakes test – 100 percent of them by 2014 despite the statistical improbability of that. More importantly, the children will be entering into a technological global age that the baby boomers cannot imagine. How will these children move into positions of leadership without a world-class education? With anticipated cuts, the schools will lose small classes with individual attention, specialist teachers who can help address the special needs of the child who struggles and the gifted child, as well as art, music, and physical education. Many teachers already work 60 hours a week and already feel demoralized by having to come and justify their very existence every year. They don’t do it for themselves, they teach out of a passion for the extraordinary privilege of changing the lives of children, but they are not superhuman. They cannot continue to do more with less. She said some Supervisors ran their campaigns on a promise to support education and a desire to separate the needs from the wants. If their view of education is that it is a mere want rather than a critical need, and that we can afford to bankrupt our futures by failure to invest in education now, then all she can say is, don’t we deserve better than that?

Ms. Charlotte Hogue asked the Board to think about the taxpayers who are trying to cope during these difficult times. She said the Board didn’t listen when taxpayers asked them to cut expenditures until the economy took a severe downturn. She said a more realistic approach is needed for school funding. The schools need to teach the basic subjects only with staff being better utilized without so many assistants. Charge fees to play sports, let parents pay for music lessons for their children, and build school buildings that are less elaborate. Are so many studies and consultants needed every time any item

comes up for consideration? She thought the reason large salaries are paid is to have qualified personnel to make these decisions. Capital projects should be designed for use and not looks. Are fireplaces and more community rooms needed in libraries? Are these rooms not already available in firehouses and schools? Those using parks, walking trails and libraries should be charged fees – as these facilities are only used by some County residents. She said the County needs to be more business friendly to broaden the tax base. Tax revenue has been lost to surrounding counties because of Albemarle's regulations and restrictions. Those forming nongovernment activities or groups should not be looking to the County for funding to support their causes. We cannot continue to tax and spend. The Supervisors and County officials need to show fiscal responsibility and cover only the basic needs, not the wants and wishes of a few. Do not raise the tax rate.

Mr. Edna Tapscott Anderson said the seventh generation of her family lives on their family farm in Scottsville now. There are over 6,000 books circulated through the library in Scottsville each month, with 800 internet users, 5,000 visitors to the library, and books on CDs, DVDs, and instructional books that people can listen to. They have fax machines, printers and a free notary public. She said there are programs twice a week for smaller children. They have a meeting room that is heavily used. She started an MS meeting group once a month in that space. There are many new people in the community and they praise the library. Recently, they almost lost the ferry at Hatton. They have had floods and fires and lost the old courthouse, and the old high school and the post office facility. She asked that the Supervisors save the library. As for economic development, the more economic development there is, the more schools and infrastructure will be needed, and she is not for economic development. She is for saving the land, she wants the farmland open, but she is in favor of raising taxes if that needs to be done.

Mr. Tom Strassburg said homeowners in Albemarle County have suffered quite a loss of equity in their property. Some who need to refinance are finding it difficult because they don't have enough equity in their property. He can't see raising taxes on these people. He said that on November 3, 2009, a substantial portion of Albemarle County voters didn't see it either. How is the problem to be solved? He thinks everybody wants quality education and good government services. He has an idea. He said that between 70 and 80 percent of operating budget costs are in personnel, and the County does not want to lay people off. He agrees that is not a good idea so how is it done? He asked why public sector employees should be exempt from the same salary reductions that have occurred in the private sector. It could be done on a sliding-scale so that those 36 employees in the School Division who make over \$100,000 a year might take a bigger reduction, and at the lower end of the salary scale they would not get any reduction. He is suggesting that it would be better for everyone to take a little sacrifice rather than having to lay people off, teachers included.

Mr. Don Landis said he has two daughters at Stone Robinson Elementary School. Several people tonight have mentioned economic development. He is a career counselor at PVCC and he understands the vitality of economic development. There have to be jobs in order to find young people careers. As a strong advocate of the school system he wants to be sure that the product of the schools, and its' students, are maintained. Test scores have increased over the years. There are outstanding teachers and administrators in the schools and he wants to see that continue. He implores the Board to find ways to maintain the School budget, because the School system supports an outstanding economic development system through Workforce Development, as well.

Mr. Josh Patashnik said he is an eighth grader at Henley Middle School. His family moved here from Los Angeles seven years ago. It was a hard adjustment because the teachers expected much more from him than they did in L.A., but it was worth it. He feels lucky to attend such excellent public schools. In Albemarle County schools students not only learn reading and math, but have the chance to participate in music and other art learning activities. He is concerned that the school system will be permanently weakened from budget cuts. He is concerned that the courses he needs will not be offered and that the schools will no longer be excellent. He knows the economic situation is difficult, but he thinks everybody agrees that public education is the number one priority. He heard that households will only need to pay \$200 to \$300 a year to fund the Schools' gap in the budget. That is less than \$1 a day and he thinks most families would be willing to pay that amount to keep the schools great. He encouraged the Board to find a way to fully fund the School budget because it will cost more later if the public schools are not protected now.

Miss Diana Webb said she attends Henley Middle School. She spent the fall semester in South Korea learning about the educational system in that country and many other Asian countries. She came away proud of the education she is receiving here. She also realized the importance of maintaining an excellent education system and staying competitive in the global economy. She asked the Board to fully fund the schools.

Miss Dominique Thompson said she attends Henley Middle School. Her education so far has been excellent. She expressed concern about her younger fourth-grade sister's future if the budget is cut. She asked that the school system be fully funded.

Mr. Clark Howell said he retired to Scottsville and would be devastated if the library closed. He grew up in a small town where they closed the library – it took over 15 years to get it back at a vastly greater cost than it would have been to maintain it. He said the library in Scottsville is the only institution he knows of that serves every constituent of every age. It is the focal point of the community, and it would be a devastating loss so please find the money to finance the library.

Ms. Melissa Brown said she is an AHS teacher and the parent of a student there and a student at Jack Jouett Middle School. She is happy to be in the majority tonight, and does not mind tightening her

belt to serve the kids who come into her classroom. She has taken money out of her pocket for basics needed in the classroom. If the budget is slashed anymore to the schools, she will have to decide whether her family can take a vacation this year, or does he have money she can use for her students. She doesn't mind paying extra taxes, and encouraged the Board to do so again because that is part of being a responsible citizen.

Mr. Will Harvey said he is a County appointee to the Jefferson Area Board for the Aging Advisory Council and serves this year as Chair. He reminded the Board that the children and the elderly are the ones who are the first to suffer in any economic downturn. He encouraged the Board and attendees to become more familiar with JABA and its services, which focus on keeping the elderly in their homes for as long as possible. He mentioned their services such as the Adult Care Center where people can take family members while they work or run errands, home-delivered meals which are critical to some in the community, community centers that provide socialization, and health services and disease prevention which will make a lot of them what they are facing as they begin to age and be able to take care of themselves better, and care coordination. He asked the Board to fully fund their budget or they face the elimination of a program assistant position in Scottsville, the closure of the Keswick Community Center, and a reduction in meals. He encouraged the Board to provide full funding for JABA.

Mr. Keith Drake of the Albemarle Truth in Taxation Alliance said the question is not whether to tax less or more – but instead it is one of spending. Is every penny of tax money being spent effectively and efficiently? Between 2000 and 2008, real estate taxes doubled and school spending grew at a rate 12 times that of student enrollment growth even when inflation is factored out. There have been people tonight asking for a tax increase and saying it only a dollar a day, but people are out of work, furloughed or working at reduced wages. A dollar a day equates to three or four grocery bills for a struggling family of four, it is a couple of Medicare co-pays per month for an elderly person on a fixed income, or invested by a college graduate over their lifetime it is a \$98,000 nest egg upon retirement. If there are people who can pay more and want to pay more, they should be given the opportunity to do so. Not until every penny of taxpayers' money is being spent effectively and efficiently should raising taxes be considered. He thinks it is time to think outside of the tax box.

Ms. Kristin Landis said she is the parent of three children in the public schools. She came to appeal to the Board to do whatever is necessary to generate sufficient revenue to fund the School budget. Many people have worked for years to build a school system with a reputation for outstanding quality – a reputation which is a magnet for people and businesses to locate here. The School Board has proposed \$6.1 million in cuts affecting all areas. The outcome of another \$8.8 million in education budget cuts is incomprehensible and will erode the quality of education available to every child in the County. They are not talking about eliminating frivolous programs or wasteful spending, but cuts to staff and programs that will inflict irreparable harm upon the system and damage its reputation. A logical outcome of this is lower property values and tax revenues which is a negative impact on all citizens regardless whether they have children or grandchildren in the schools. The only solution to this lies in a modest increase in the property tax. Albemarle already has one of the lowest property tax rates in the state. A nominal increase in taxes is an investment in the most precious gift that can be given to a child. A privilege of living in this County and this country is a quality public education. She said the people of this County didn't elect the Supervisors to preside over the erosion of the educational system. She implores the Board to stand by its commitment as articulated by Mr. Tucker to fund the schools recognizing the impact of decreased state funding. Now is the time to set aside political ideology and act responsibly to preserve the investment in the children of this county.

Ms. Amy Vigilante said she has three children. She is a new resident to Albemarle County having moved here a year and a half ago so her husband could take a job as the UVA Track Coach. She said she had a friend who had a chance to move anywhere in America, but he chose Albemarle County and his kids went to public school. She has met people from California who could have moved anywhere and they chose Albemarle and their kids go to public school. One family from New York City had someone come and research all the schools in the area and she chose Albemarle County. She chose Murray Elementary which stands to lose a full-time principal. Public education is a main draw here. There are a lot of quaint, beautiful places in America – close to big cities – but few that can boast a public education system that is so wonderful. She does not take it for granted. She has never lived in a place where the schools were the draw or a topic of pride. She grew up in Florida in a city where the public systems were nearly two grade levels below average. She went to college in North Carolina where there was a bumper sticker that read "Pigs are treated better than teachers." They moved here from Texas where the schools are so big kids get lost in masses. She heard one member of the Supervisors said on the news that he didn't necessarily agree on raising taxes because these cuts are happening everywhere in America. She asked if Albemarle lowers the bar because other places in America are. Is it smart business to weaken the biggest draw to the County? She heard a veteran teacher at one of the County's blue ribbon schools say in response to all of these cuts, "They are taking away all that we have worked so hard to establish." She said once the bar is lowered, it is easier to reach and lower it again and it is a lot hard to raise it back up.

Ms. Dawn Greco said she is the parent of two children at Broadus Wood Elementary School. She asked the Board to provide adequate funding for public education. Normally she would ask the Board to support the Superintendent's budget but this time it's gone too far. Given the revenue shortfall the County is facing, she understands that painful choices have to be made. There is a point where fiscal austerity in the name of holding down taxes becomes self-destruction. She will mention a few examples of where the cost cutting seems extreme. The proposal to share a principal between two elementary schools is untenable. Has any member of the Board been to an elementary school lately and seen what a principal does? She understands the cut would still meet the state minimum standard of quality which would require only a part-time principal for an elementary school with up to 299 students. Albemarle needs to aim higher than the state minimum standard. Along those same lines, staffing is proposed to be reduced

for art, PE, music and gifted resources at the elementary level. If reduced down to the state minimum that would allocate only .5 FTE per 1,000 students for art, PE and music, and it would not require any gifted resource instruction at all. When paring down staffing levels to meet state minimums, this is in no way adequate or insures quality. Instead of increasing staff sizes and slashing staffing, why not look at eliminating some of the costly assessments and analysis of data required by the SOQs and the Federal In-Child-Left-Behind Act. Put those things on the table instead. She said additional sources of revenue are needed to support the schools. Albemarle is an affluent county when compared to others in Virginia, and its tax burden is low. The real estate tax is lower than that of Charlottesville City at 95 cents, Staunton at 90 cents, Loudoun at \$1.24 and Prince William at \$1.21. Please raise her taxes to support the quality education that Albemarle County has today.

Mr. Salvatore Giordano said he is a parent, taxpayer, teacher and voter. He said the Supervisors have two sets of constituents to answer to with very differing opinions. They are in a tough spot. We are in the midst of an economic crisis and it seems we are without money to support what we say we value. The community does value education. There is no one on either side of this argument that does not. Most thinking people see education as a moral imperative, a duty to society to educate the young and to be constantly improving our quality of life through it. On both sides of the funding argument, people often take extreme positions, sometimes positions that are irresponsible. He said taxes might not be the only way to fund the schools. Raising taxes may not be the best long-term solution, but until someone comes up with another way to provide funds for what we say we value, it seems like the logical and expedient choice. It may create an economic burden, although some would argue a small one. He said everything is connected, and the damage caused by severely underfunding the schools will be seen in the short-term by laying off county employees and in the long-term by the diminishing economic potential of the graduates, and thereby diminishing the community's economic productivity. Based on the number of people present tonight, there are a large number of those who do not want to see that happen and are willing to foot the bill. He asked that the Board fund the School Board's proposed budget.

Ms. Jennifer Page had signed to speak but was not present at this time.

Ms. Aubrey Phillips said she is the parent of three children who are in and out of the public schools. She has a Masters of Education and now runs a family real estate business – her numbers are down and she does not expect them to get better for quite a while. She presented a check for her increased amount of taxes, noting that she serves as the Stony Point Co-rep on the Parent Council. She is impressed with Dr. Moran and he staff and their dedication of the other volunteers. This has been an eye-opening year to go from looking at the educational needs of her children to how the citizens in this county support education which in turn supports economic development, which in turn supports the strength and freedoms of this country. Please fully fund the School budget.

Ms. Vicki Miller said she is the principal at Murray High School, but this evening she comes as the voice of principals and assistant principals of the Building Level Administrators Association. Over the past decade, Albemarle County has been transformed from a system of schools to a school system. Its record of excellence is no longer confined to a few schools; it is instead the norm across the school division. Albemarle was recognized this year by the Virginia Board of Education as one of the top 15 school divisions in Virginia. The citizens of Albemarle County have come to expect this level of excellence. The County's own surveys leave no doubt that educational excellence is of the highest priority. The schools are interconnected in an independent web. A cut to any part weakens the whole. The cuts that have been made and those being contemplated will affect all schools and every student in them. It is known how serious it is for a child to lose ground for even one year. Critical learning gaps in elementary school can be identified in high school drop-outs. The ground that will be lost without additional funding will take years to recover. She said they all know their jobs will be harder next year, knowing they will be called on to do much more with far less. They that there is only so much they can do to protect students from the cuts because of increasing size, eliminating instruction positions, reducing substantially music, art and PE in the elementary schools. She said they need the Board's help. It's time for Albemarle to step up to preserve the education future of the students and the economic vitality of the community. She asked that the Board act to fully fund the School Board's funding request.

Ms. Vada Fallica said she has two children at Agnor-Hurt Elementary School. She expressed grave concern over the recent cuts in public school education and the potentially devastating impact this will make on the children's future. When examining academic data for Albemarle County, over the past three years increases are seen in SOL pass rates in both reading and mathematics. There has been a five to 17 percent increase in all sub-groups along with the overall 90 percent pass rate, and that surpasses by a wide margin the Virginia state requirements. She added that data indicates an increase in the number of advanced diplomas received by students as well as the number of college level courses taken by the students. While these are just a few of the outstanding data points, as a parent and member of this community those are attractive numbers. However, these attractive numbers in academic achievement cost money. The County public school system has put into place strategies that directly impact its diverse population and guarantees quality education for all children. This school system is filled with highly qualified and educated knowledgeable teachers and administrators making decisions that directly impact her child's future. The proposed budget will change all of this. Increasing class size, forcing furlough days and diminishing supports will affect the teacher's time, energy and attitude. Decreasing intervention dollars and staff diminishes, and potentially destroys the current system of intervention. Cutting building-level administrators and key building-level instructional leaders will strain a school's ability to guarantee academic success. The cuts that will be forced into play due to lack of funds are unacceptable to her. She then showed pictures of kids at her bus stop and asked if the Supervisors could look them in the eye and tell them they don't support their future. As a parent, a taxpayer and voter she supports raising taxes in order to support public education.

Ms. Nancy Paulson said she came to ask the Supervisors to both raise her taxes and fully fund the School budget. There is no way the Supervisors could have envisioned the combination of economic factors that have resulted in the current situation, but it is their opportunity and obligation to respond. It's time for them to think with their conscience about what will happen to the County if the schools are decimated. The economic realities of what might happen without a strong school system have been mentioned by several speakers tonight. It has been acknowledged that teachers, who are employees in the community will become the unemployed – for the 40 to 70 positions lost, they will collect unemployment. They become another number that drags down the system. It is not just somebody that gets laid off, it's your neighbor. She said the Supervisors should not sit by and do what's easy. They should not say that they ran on a populist campaign of no new taxes, and "therefore I'm going to stand with that." They should look at the budget realities and what those cuts mean, both in each classroom and to each family, and look at the percentage of people here tonight who have said "raise my taxes." This is not a small interest group or just a few people, but they are the County and want our taxes to pay for schools.

Mr. Dan Dorsey referred to a magazine article titled "Layoffs are Bad for Business." He said the Board has a duty to education and to business. He said there are taxpayers in the County who are not parents, but are willing to add a little to their real estate bills to keep education funding where it needs to be. If people are the most important resources, why would the County get rid of them? If kids are the future, why would we jeopardize their education? He believes that layoffs will cost more money than would be saved in the long run. It will dilute the tax base, and the ripple effect with the lost jobs will affect families and business owners in the County in ways that will far surpass the impact of a small real estate tax increase. These cuts will not just affect the teachers who are let go, but the ones left behind as well. Students will be left to question the commitment of this County to their education, their future college, their job prospects, and their earning potential and spending power. This is bad for business. He thinks it is good business to keep the school business running. He asked that the Board fund the School budget in the proper manner.

Ms. Katherine Merhige said she is a voter, a taxpayer, and has two children in County schools. She came to urge the Board to fully fund the School budget even if it means raising her taxes by almost 11 cents on the dollar. This adjustment is warranted to maintain the high level seen in the schools. Quality public schools are not a luxury, they're a necessity. Some might say she is biased because she has children in the schools so she will benefit, but she thought about those who do not have children in the schools. She truly believes the citizens are better off when they fund education. An increase in the tax rate should not necessarily translate into higher tax bills because assessments have come down significantly, and the tax rate in Albemarle is much lower than that in most of the state and the country. She said the cost of not supporting education is far too high. Also, this is the best way to achieve economic development. As a former speaker pointed out, the Board members need to listen to their constituents who are asking them to fully fund the schools.

Mr. Landon Weis said that Thomas Jefferson held the importance of education above everything else – "A system of general education, which shall reach every description of our citizens, from the richest to the poorest, as it was the earliest, so will it be the latest of all the public concerns in which I shall permit myself to take an interest." Mr. Weis said that he has been educated in the Albemarle County School System for the last 11 years; he is a sophomore at Western Albemarle High School. His parents chose to move here when he was two years of age primarily because of the excellence of County public schools. His father came here and created a business that has since created jobs, tax revenue, and prompted investment in the County. In a few years he will look for the best possible school system for his future family. Drastic cuts have already impacted the School System for next year. Further cuts will further harm the quality of the educational system. He suggested the Board ponder the question: How can Albemarle County build economic development while overseeing cuts to the quality of the school system, which is the number one reason his family, and virtually every family they know, chose to live, work, invest and retire here. He ended with another Jefferson quote: "If the children are untaught, their ignorance and vices will in future life cost us much dearer in their consequences than it would have done in their correction by a good education."

Ms. Tara Mincer said she is a three-year member of the Parent Council, her family owns a local business, and they have four children – two at Stone Robinson and two at Burley Middle School. She has been involved with the PTOs at both schools to raise tens of thousands of dollars to supplement County funding for these schools to insure that all children obtain a quality education. This was during many years of a good economy, so she fears the amount of funding-raising she will be spearheading if they have to deal with the kind of cuts that are on the table. She emphasized that teachers are pivotal in the lives of the children, yet it seems that any other profession would pay them more. She does not envy the difficult job before the Board, but she asked that they remember the impact a lesser quality education will have on the children, the businesses and the County in the long run. She believes that Dr. Moran and her staff have given an earnest, good faith effort in recognizing the weak economic situation and trimming the fat as much as possible. She thinks the proposed School budget is the very least that can be considered. She said her family, as taxpayers and business owners, feels that the tax savings at the current rate would be inconsequential in comparison to the damage it would cause to the School System. She said they fully support raising the tax rate to fund Dr. Moran's budget.

Ms. Rebecca Dameron urged the Board to act proactively in the funding of the schools which form the bedrock of the community and the nation in preparing the next generation of leaders, workers and citizens. There is an increasing educational gap between the youth in the U.S. and those in other industrialized nations. Studies comparing student performance in industrialized nations have generated sobering results. The PISA study revealed that U.S. students ranked 24th out of the 30 wealthy nations compared in math, and it was 17th out of these nations in science. If the nation is to prosper in the

increasingly competitive global economy, the citizens need to pour their energies and resources into closing these educational gaps. This is not the time to cut schools budgets if a prosperous nation is wanted in the future. A tax increase seems daunting until considering the consequences of not funding the schools. She said people choose to live in Albemarle County for many reasons but the quality of the schools plays a significant role in attracting prospective employees to this area. She works at Augusta Medical Center in a group of eight physicians. Over the past twelve years, the last five added to the practice have chosen to live in Albemarle County strictly because of its school system. She said it would be far easier for them to live in Augusta County and forego the adventurous commute over Afton Mountain. They choose to live in Albemarle to provide a bright future for their children. Families like this can easily relocate if the school system doesn't meet their expectations. The economy is tied to the quality of Albemarle schools. She asked that the schools be funded fully.

Mr. Zack Dameron came to read a statement prepared by Ms. Carmen Garcia, who could not attend the meeting. Ms. Garcia's said that during past weeks starting on February 23, 2010, she and over 1,000 concerned members of the community signed an online petition in which they asked the Board to fully fund the proposed budget presented by Dr. Moran. The text of her petition, as well as the comments added by those who stand behind it, clearly demonstrate not only the importance of a strong public system in preparing the young for the future, but also the will of numerous taxpayers who understand that strong schools make strong economic and social communities. The Schools' administrators have proven to be extremely efficient, the teachers exceptional educators, and the students determined to succeed. This community cannot and will not tolerate an education system that is other than excellent, and we're ready to pay for it. It is the Board's responsibility to insure that this community continues to lead the way forming responsible, productive and engaged citizens. If the Board fails to provide the public schools with the funds necessary to form well-rounded individuals, it will be closing the roads to economic prosperity. He said they checked the website just before this meeting began and there are now over 1,300 signees to the petition. Speaking for himself, he will draw the Board's attention to the County Seal hanging over its head – that seal includes a shelf of books in the upper left quadrant, and he asked if that would be removed or flagged once libraries are closed.

Ms. Lisa Bowen said she is a newly licensed teacher – she previously worked for four years as a County teaching assistant as well as being a parent of two children in the school system. The economic crisis and the staggering national debt is a creation of all of us. The decisions made in the short-term will have long-term consequences for the children and for us. She asks the Board to preserve the County's education system, support the children, look for new and creative ways to save money and generate revenue. The school system will be critically impacted by lowering the tax rate, and she prays that the Board will make wise decisions so that children know they are treasured and their inheritance will be a world where no problem will be too great for them to overcome.

Mr. James Brown he is here tonight as president of the Friends of the Scottsville Library. He said the Board has heard a lot of wonderful reasons why the Scottsville Library should remain open. He asks the Board to focus on one narrow area - the economic impact of its decision. He said this has not been an easy year for Scottsville. It's largest and only manufacturing plant closed with the permanent loss of 60+ jobs. He said that many of those people come to the library to use its computers to look for jobs online. In many ways, the library is functioning as an economic lifeline for these people. Some will say they can drive to another library, but that amounts to a 70-mile round trip and represents a significant cost to some of the economically disadvantaged in the community. Please help keep the library open.

Mr. Gregory Quinn asked the people in the audience how many of them have lost their jobs due to an illegal immigrant taking their job for half of what they make. He is a stonemason in the County and they have not worked since January, 2009. It borders on arrogance to ask everybody in the county for more tax revenue. He supports education, and he will give the Board a check for \$20.00 since he did a small job this week. He said his net income for 2009 was between \$9,000 and \$11,000. He is not a victim – his wife has a job so he won't starve. There are two sides to this coin. He went to high school here and he supports education, but there are many people in his church who are on the verge of losing their homes, some had to move to another city but are still paying a mortgage here because they can't sell their house for what they owe on it. He asked that the Board look at both sides of the coin. He said another thing would be to get rid of the Department of Education in Washington since they waste money, and get rid of the Environmental Protection Agency because they waste the rest of the money.

Mr. Wallace McKeel said he is an Albemarle County appointee on the JABA Advisory Council. The proposed cuts, along with loss of stimulus dollars and the state funding reductions, will have an impact on JABA's services including the closure of the Keswick Community Center, cutting a staff person at the Scottsville Community Center, reducing scholarships for people attending Adult Day Healthcare, and cutting 1,000 meals to homebound persons and at the Senior Centers. There will also be cuts in scholarships for low-income people needing assisted living, and less outreach and care coordination for low-income and chronically ill homebound seniors. These losses could add up to \$100,000 for Albemarle County alone, and JABA continues to bring in outside dollars for its projects – for every one dollar in County support, the agency leverages \$7.39. They hope the Board will not make older persons – the most vulnerable people in the community – suffer this burden. He asked the Board to fully fund JABA's funding request.

Ms. Diantha McKeel said she has been a member of the School Board for 12 years. In that time she has never seen a budget crisis of this magnitude – mostly created in Richmond. She cannot fathom how a pledge to a tax rate made before the \$15.0 million shortfall was known could be more important than the youth of the community, and the future economic vitality of the County. When 83 percent of a total budget is in compensation and benefits, when operating expenses have been scrutinized by an independent efficiency review and streamlined and reduced over the past three years, with the reductions

already made in support services, instructional support, transportation and central office staff, there is nowhere to go but the classrooms. She emphasized that over the past three years 27 central administrative positions have been eliminated – positions that supported teachers and classrooms – and the number of top level administrators has also been reduced by more than 13 percent. A 10 percent budget reduction will mean the loss of up to 140 positions – the bulk of them instructional personnel. Hard-working people will be put out of work in this community. This will show businesses that are looking at Albemarle County as a place to locate their operations – bringing jobs and tax dollars with them – that Albemarle is a community that does not adequately fund public education. She said the Chamber of Commerce sent the Board a paper in January that said workforce development begins with the quality of education in the community.

Ms. Mary Spencer said the Governor has slashed \$731.0 billion statewide for public education and now the County is charged with figuring out what to do with dwindling funds. She is here tonight as a representative of Meriwether Lewis Elementary School and the parent of three children in that system. She encouraged the Board to accept the budget presented by the School Board as it already includes \$6.1 million in reductions and calls for the loss of more than 40 teachers and classified staff. Her second grader at Meriwether Lewis already has 24 students in her class, with one teacher and no assistant. She said that further cuts could mean no art, no music, and no PE in elementary schools. People say education is the future of a society and that sound good, but what does it mean. If she were a highly motivated college professor with a family and was offered a golden opportunity to teacher at UVA and found that out that the local schools had 30 kids in each class and not music, art or PE, she would simply not take the job. She would not move to Albemarle County.

Mr. Jason Collier had signed to speak, but was not present at this time.

Mr. Chris Craytor said he has a child in the public school system and two more who are headed there. He doesn't regard funding education as a choice. In his workplace over the last few years, they have rolled back salaries, cut retirement benefits, made healthcare cuts, and cut back on capital expenditures. They tried hard not to cut jobs and people. In spite of the cuts, they agreed there was no way to cut services; if they eliminated the things that made them great, customers would walk out the door. He said this effort to cut expenses in the near term would have severe consequences. Schools have already reduced expenses where possible, but there is still a big gap that needs to be filled. Making the cuts that have been discussed will reduce the quality of the schools. His message is not to raise taxes although he would be willing to pay more than \$1 a day for his kids. He said the money for schools needs to come from somewhere, and he is not privy to, and neither is the majority of this audience, the inter-workings of the budget process, but he is sure there are less important items in the budget than schools, and the education of the local children. He said he loves his child's teacher – she has been entrusted with a great responsibility and his son has had a great first year, and since his teacher is new she may be one of the first to lose her job. He does believe the schools should be pushed hard to make tough choices as most have been forced to do in the current economy. If at the end of the day these tough choices are not enough, he encourages the Board to make what he thinks is an easy choice and that is to fund schools first.

Ms. Kelly Hughes had signed to speak, but was not present at this time.

Ms. Gineane Stalfort said she is the parent of three children in County schools and supports higher taxes fund education. Her parents moved here over 30 years ago from New Jersey to give their children a better life. Neither one of them went to college, but because of the Albemarle County public schools she got an excellent education and attended UVA becoming the first in her family to graduate from college. Her husband is also a product of the Albemarle County public school system. They have both worked hard and made a good life for ourselves. They worked both in New York and Connecticut for a number of years. Once established, they were able to move their business where they wanted. They decided that place was Charlottesville. This was in large part due to the quality public schools and the general family friendly atmosphere of the town. In 2003 they moved their small business, Octagon Partners, to Charlottesville along with their business partner and his family. They now have 15 full-time employees and have worked on many projects throughout Charlottesville including restoration of the Hardware Store and development of the Gleason Building. Each project undertaken employs over 100 people in the local community for a year on the average. Their business is in Charlottesville because its owners are first and foremost parents and fathers. They are fathers who want the best for their families and they want their children to have the same or better opportunities that they had to learn, get a quality education, and to go out into the real world with confidence. Every parent in every community has an obligation to care for them and keep them safe and to give them the tools they will need to survive in this competitive and ever changing world.

Ms. Sharon Greene said she chose to move her family and tax dollars to Albemarle from another state because of the quality of life and the public schools. As the Board contemplates the tax rate in these difficult times, she challenges it to stand up to its promises to support public education. The fat has been more than trimmed from the School budget. Teachers will lose their jobs and close to a thousand elementary school children will report to class in the fall without full time leaders in four of the schools. If the Board members truly support public schools, they will raise the tax rate to prevent further crippling cuts. She said it can't be denied that many County residents are suffering in these challenging economic times. However, that should not prevent the Board from raising the tax rate for the long-term benefit of all County residents. A property relief program is currently in place to benefit senior and disabled residents. She asked that the Board consider ways to extend tax relief to others who cannot afford a tax increase, whether in the form of temporary or permanent tax forgiveness, or deferral programs. If the tax rate cannot be raised to fully fund the school budget, she asked that the Board consider adjusting the allocation of funds so that 100 percent of any tax increase would go directly toward the school budget.

She said that in the County's 2008 Citizen Satisfaction Survey, 99 percent of those County residents surveyed chose quality education for schoolchildren as the No. 1 service where they would like to see their tax dollars spent. She asked that the Board fully fund the School budget.

Ms. Mary Catherine Wimer said she is a business owner, taxpayer and parent of a child at Murray Elementary. She urged the Board to fully fund the School budget by raising taxes. She said the County has committed to quality education in its strategic objectives. Several Supervisors listed support for education in their platforms. In conflict with this goal, she recognized that several Board members are personally and politically opposed to raising taxes, but the most recent newsletter of the Albemarle Truth in Taxation group indicated that taxes could be raised for teacher retention. She thinks their members realize that if teachers are lost now to budget cuts, they're gone forever. It's imperative to raise taxes to prevent teacher loss. This is necessary for the 12,000+ children currently in the school system, and for the children to come. She said if the Board is really committed to the sustainable future she would like to request that it say "yes" to a tax increase.

Mr. Charlie Trachta said he has been hearing the same thing for 14 years. His problem with what he hears tonight is "do we fund, or do we not?" He would agree to a ten-cent increase in his taxes as long as it went to support school teachers, school aides, to the people who give the kids lunch, or to the man who sweeps the floors, but if any of that money went to the third floor of the County Office Building, he would fight it. He said his son went through his 13 years of education in Albemarle, and it was world-class, just as the Board has listed on its mission statement. He thinks there is still fat in the budget for the third floor that can be cut. He asked if the Board members will ever grow a backbone. He said Delegate Rob Bell has shown the Board the way. He said the County just gave \$2.5 million to the City that it didn't have to. He suggested that the County should have not given that check to the City, but instead let them go to court. He thinks a judge would say that law is archaic and out of date.

Mr. Remy Indebetouw said he is a UVA professor and a parent. In order to create and sustain economic vitality, the County must be able to attract and retain the very best. One thing a lot of young professionals have in common is their school-aged children. One of the top considerations they make in choosing a location is educational opportunities for their kids. He works in a highly specialized field, and has been on more than one recruitment and retention case where candidates declined opportunities because of the local school system – but that hasn't happened in Albemarle County yet. The local work force needs to be as skilled as possible. For local business to respond to opportunities, they have to draw on the local talent pool; the only way to get that pool is if all children in this County are given the best education possible. The way to reduce the demand for police, jail and social services is to give children the best education in a wonderful school. They get a sense of community and with a good education and a good job they keep participating in their community for the rest of their lives. He asked that the Board fund the School Board's budget even if it means raising his taxes.

Ms. Frances Thorndike said she is a resident, homeowner, parent and a psychologist who works with a lot of County children. She asked the Board to fully fund this needs-based budget. She said the children cannot thrive if another \$8.5 million is cut out of the budget. They cannot thrive in classes that have increased sizes. They can't thrive with minimal guidance. They can't thrive by cutting instructional aides. Many times in her practice parents come in and say their children are struggling and ask if they should pull them out of school. She assures them that if they are in Albemarle County schools they are fine; the school system can take care of them. Please don't make her have to change what she says to these parents. Please take care of the children; invest in them.

Mr. Joe Thorndike said he works in Washington, D.C. as a policy worker that everybody loves to hate. He was struck tonight by the number of signs in the audience, particularly the one which says "Think outside of the box." Solving the County's budget problems will require both spending cuts and tax hikes. The School Board has already identified cuts and savings that many people would describe as draconian, but there are people stuck inside the tax box who are not willing to consider any kind of tax hike under any sort of circumstances. He acknowledged that people spoke tonight who are generally opposed to tax increases for this purpose or any other, but they showed some willingness to accommodate fiscal realities. He hopes the Board will follow that precedent because he thinks it will take that kind of flexibility. There was also talk about the need to sacrifice because these are tough economic times and the schools need to give up something, and that is obviously true. He is confused as to what the sacrifice is in not paying extra taxes; that not sacrifice, but self-indulgence. He hopes Albemarle County will be able to avoid the boxes that confine everybody in Washington where he spends his days. Everybody there is locked into an ideological box that makes real policymaking difficult. He hopes the Board will make the hard decision to fully fund the School Board's request.

Ms. Diane Flack said she retired here six years ago on a fixed income. She has been impressed by the educational level of all the other retirees she has met. Most retirees moved here because their families are here and most families have moved because of the educational opportunities. The retirees have become an increasing percentage of Albemarle's population, so they are an increasing economic factor in the County. Education has always been important to her and her family. They were encouraged at home to excel in their academics. The least educated of her father's children has a master's degree. Her family's support of education resulted in her spending seven years in college to secure her future and be a responsible member of society. After she had children, they chose to settle in Montgomery County, Maryland, known for educational excellence. Following graduate school, her daughter and son-in-law chose Albemarle primarily based on the educational opportunities. Her grandchildren also have a great basic education. With this lifelong recognition of the importance of education, she is disturbed to see the proposed reduction in the educational programs of Albemarle County. As a grandparent on the fixed income, she strongly supports a tax rate that will ensure that the children in Albemarle County are afforded the best education possible. She believes there is no better inheritance to leave her grandchildren than a

sound education. She asked that Board remember during the next month that it is not just finalizing a budget, but it is determining the future of the children, the County, and the country.

Mr. Brett Richey said he has three degrees so does not take statements about money lightly. He owns three businesses in the area – one manufacturing, one consulting, and one retail. He has created over 20 jobs for people in this area. He moved his businesses here 12 years ago because he wanted to raise his children here because of the quality of the education, and the potential for the labor pool here. Any business considering moving here or any employee that is considering moving here is looking at the exact same things. He believes this year a tax increase is the proper business decision to make given the situation the County is in. Strong schools are necessary to recruit middle and upper-management people, and the same thing holds true for other workers. He is not hiring hands, he is hiring minds. Strong schools are the most important pro-development policy the Board can make. Any shortfall must be approached in a business-like manner with the cutting of expenses and the raising of revenues. He has reviewed the documents and the work done by the School Board, and he believes the tax increase is important. In terms of cuts, they are cutting into meat and bones, not just fat. Future managers have to be coaches, they have to be teachers to lead tomorrow's workforce. Do not cut the gift programs; "feed your eagles." The number one thing to do from a human resources standpoint is to feed the "eagles", as one innovator creates jobs for tens, hundreds, maybe thousands of people. As to arts and humanities, thinkers need to be created, not just be technicians. Aesthetics are incredibly important when it comes to business today. He said anybody with even a cursory understanding of the economics of obesity and diabetes realizes what those two things will do to the health care of this country in the long-term. Children have to hard-code into their schedule and into their psyche the importance of allocating time to physical activity. He asked that the Board support the School's budget.

Ms. Eliza O'Connell said is the president of the Broadus Wood Elementary PTO. She has three daughters, one in third grade, one in first grade, and one at home praying that half day kindergartens will not be considered next year. She has received many e-mails and correspondence from people in the schools the last couple of weeks. Her daughters have been very interested in what this means to them. Even though they are young, they are devastated to think they may lose PE, art and music, some of the things they consider critical at their young age to their education. If the Board had spent time in an elementary school, they would see that these things are critical to the core classes. The kids cannot survive without those outlets and those things that give them confidence when they may not have confidence in other areas. She asked the Board to fully fund the School budget because the kid's education is important. She said her daughters would give up a trip to the movies or to Chick-Fil-A if they thought they could spend time with the teachers they love doing the things they love about school.

Ms. Diane Lohrer said she is the parent of a Monticello High School student, a fourth grade teacher at Stone Robinson Elementary and a taxpayer. She and her husband moved from Montana 12 years ago before their daughter started kindergarten. They were fortunate to have job flexibility and were in a position to choose a place to live. They searched and visited several locations and chose Albemarle because of its quality schools. Several years after they moved here, Charlottesville was chosen the best place to live in the U.S.A. Since then she has sat through hearings year after year as people begged the Board to fund the education of their children. What could be more important to the community then to provide a quality education to the children? She understands the difficult position the Board members are in and she appreciates the hard decisions they have to make. She is aware that the funding shortfalls the County is experiencing this year are unprecedented, but cutting teaching jobs and eliminating programs does not benefit the children - it only puts them at a disadvantage. There are many students who go to school because of electives and extracurricular activities. What message is being sent to those students if the programs that motivate and excite them are cut? She said the school division has worked hard over the past few years to elevate the quality of education in the county. Progress has been made, and it cannot afford to go backwards. Her husband is on a fixed income, and as a teacher with a salary freeze, so is she. She asked the Board to seriously consider increasing the tax rate as part of an overall plan to fully fund the schools. She is willing to pay more taxes if it means that jobs can be saved across the County, and important programs are kept in place in the schools. She asked that the Board maintain the quality of education that the residents in Albemarle County want by fully funding the schools.

Miss Laily Sudol said she is a sophomore at Monticello High School where she is a leadership student and SCA member. She said if Albemarle County loses any additional funding it will not be able to offer the classes that create powerful, self-reliant students. Federal, State and County money make up for the lost book fee "from back in the day." If the schools are not properly funded then class sizes will increase and in turn, test scores are likely to go down. If the test scores go down, the County will no longer look as ideal at it is. If the schools and the County do not look ideal people will not choose to move here. That will lower local business stimulation, which will in turn decrease economic stimulation. It is for these reasons that she thinks real estate taxes should be raised to fund the School budget as written. The real estate taxes will most likely felt due to the fact that the values of homes are declining drastically and will continue to decline more as time progresses. The schools and the extra curricula activities mean a lot to students at Monticello High School. She asked the Board to approve the Superintendent's funding request.

Miss Lanie Newton said she the sophomore class president at Monticello High School and a fourth generation Albemarle County student. She said the Superintendent's funding request has been stripped of some of the resources that set the County schools apart from other school divisions – both public and private. She urged the Board to consider this when it compares the importance of school division funding to its interest in economic development. If a quality education is not provided to the people who will make up a large portion of Albemarle County's future workforce, will there be an increase in economic development in the years to come? She is asking the Board to increase the tax rate by 10 or 12 cents to assist the school division in maintaining the state-of-the-art resources currently being offered

to those stakeholders. She asked the Board to consider whether they want to see the County governed by lower standards in 20 or 30 years.

Ms. Stephanie Morris had signed to speak, but was not present at this time.

Ms. Melinda Whitehurst had signed to speak, but was not present at this time.

Ms. Cathy VanStorch had signed to speak, but was not present at this time.

Ms. Amy Gawtry had signed to speak, but was not present at this time.

Mr. Steven Gawtry said he and Amy are the parents of three children at Meriwether Lewis Elementary. He is originally from Minnesota, but has lived here for 14 years. One thing that has kept them here is the quality of the school system and the citizenry here. When he was pursuing his master's in public policy at the University of Minnesota, they talked about this public forum idea which is a good way to let people get their point across. This hearing tonight is an excellent example of its effectiveness. He and his wife support a tax increase. While he sees if something that could be called "a slippery slope" where funding for the schools is chipped away. Where do you draw the line? Every year that chipping away is made bigger until one year you find out there is a total disconnect between the teachers and the students - the teachers are overworked and the students are under attended. That would create a big decline in public education. He said to draw the line and tax to keep education the way it is – a very good system.

Mister Max Miller said he is a fourth grader at Meriwether Lewis Elementary. He knows his teachers work hard to give the students a good education. He hopes his two younger brothers can have the same experience he has had so far. It would be sad if the schools cannot afford to keep the best teachers like his – Miss Scully. She has taught him so much this year. He also thinks the kids get so much more out of classes like PE than people think. In that class they learn how to be healthy and confident. His PE teachers help to make school a lot of fun. Both of his parents went to public school and they believe in the public system. They went to great colleges – which he hopes to do also. He knows you have to go to a good high school to get accepted at a top college so he came tonight to ask the Board to help make his high school a great one. He really wants to return here after college so the better education he can get will help him make the best community member that he can be.

Ms. Susan Miller said her family moved here from California five years ago when her husband was offered a job with Investure in Charlottesville. They were impressed with what this town had to offer, and schools were the first thing they looked into. If the public system had not impressed them in the way it did, they would not have moved here. She knows that some people would say they don't want the growth, and they should have stayed where they were. Her answer is that five years later they have contributed significantly to this city and county. Investure was able to set up its business and attract talent in part due to the strong school system here. It employs 30 people in Charlottesville, as well as donating generously to various local organizations and charities. Good schools help develop strong healthy communities, and it's hard for her to understand why, when there are so many people willing to support this and ready to hand over checks, that the local government can't find a way to take their money and make this happen. She would also support any tax relief measures deemed necessary for those who really need it. She said you never see a "best places to live" list with cities on it that have low-quality schools. She asked that the Board raise taxes and make the schools a priority.

Ms. Eve Schwartz said at its meeting on January 6 the Board of Supervisors passed a resolution in favor of economic development; 20 days later the Chamber of Commerce sent it a reciprocal memo to suggest ideas as to how the County could proceed to meet its own economic development objectives. The first item on the Chamber's list was "Fully embrace and enhance sustained education/workforce development efforts." The Chamber's code on public policies states "Businesses support the foundation of a strong educational system needed to allow people to make the most of their jobs and life opportunities. Existing and new businesses provide the jobs and economic base from which fellow citizens in our community can and do improve their lives." She said the Chamber document continues to say "Workforce development begins with quality education. Albemarle County is fortunate to have a very high quality school system. The Albemarle County school system is recognized as a gold standard economic development asset in sustaining and attracting enterprise and jobs." She said that as things currently stand the school system will experience a cataclysmic reduction in funding during the coming year including laying off between 40 and 140 employees. However, the Board has the power to change this. Personally, she favors an increase in the tax rate to fully fund the proposed school budget. More easily, by simply equalizing the tax rate each person here tonight would pay the same dollar amount as last year which would decrease the number of dismissals by almost half. The Board has the power to save those jobs, or create more unemployment which will only drive property values down further as more people are foreclosed on, or leave the County. If everyone agrees that education is good for the economy, why choose to make the economy worse by cutting education? Increasing unemployment also makes the economy worse. There is no justification for not equalizing the tax rate and there are plenty of reasons to raise the rate enough to fund the proposed school budget.

Ms. Monica Pawinski said she is the Parent Council rep from Jack Jouett Middle School and she has two students attending County public schools. She is here to ask the Board to demonstrate its commitment to high quality public education. She said Jack Jouett has a diverse, hard-working group of students, a dedicated core of teachers and administrators, and they have test results to prove the school is a success. Even so, they face challenges. During the coming school year, 34 percent of its students participate in the free and reduced lunch program, 12 percent are considered ESOL, and 12 percent receive special education services; there are many at-risk students. She said over the last three years the

at-risk population has continued to grow, but the SOL pass rates for these students keep going up – 10 percent in English and 25 percent in math. She attributed the school's success to the staffing, the programming and the resources that Albemarle provides to the school – that works to prevent these students from failing. She is afraid these successes may be compromised if Jouett loses staff, if there is an increase in class size, if the technology available is cut, etc. She is afraid that the quality of all schools will decline if funding is not available. She asked that public education remain a priority for the County.

Ms. Leslie Hadley said she is a fairly recent member of the Parent Council. She and her husband chose to move here two and a half years ago after living in six different states and one foreign country. She has two children in the County school system and has never seen public schools of this quality, with this impassioned dedicated staff, hardworking administration and hardworking superintendent's office. She said public schools are the anchor of the community. She is a clinical social worker and can say that the miracles she has seen in her children's classrooms astound her. When teachers have the time to spend a little extra time with a special needs student it makes all the difference. That teacher may be the lifeline in that child's life. Do not compromise that by not supporting fully the Superintendent's budget request. She added that our children will be there to take care of the rest of us as we get older. She is honored to be a part of this community, and looks forward to continuing to support the schools. She supports an increase in the tax rate for those who are able to, and for those who are not she supports tax relief.

Mr. Herman Schwartz said he and his wife moved to this area 21 years ago and their two children have had a good experience in County schools. About one-third of his working life has been spent writing and researching economic development. He said it can be boiled down into about three key words which are trust, structure and education. He said the average wage in the U.S. is about \$20 per hour, and the average person in the American workforce has about 14 years of education. The average Mexican has between five and six years of education. The average wage in Mexico is about \$6.00 per hour; the average person in China has six or seven years of education, more than the average Mexican, but is making between 50 cents and \$3.00 per hour. He would not say that education explains all of what we see, but it explains a lot. When people ask why it is that Chinese with so much education are paid so badly one reason is that people his age typically have only two or three years of education. They are the generation of the 1960s where ideology determined what happened – not practicality. Now the average person in China has about eight years of education, a basic education where they can do things with their hands but they are not employable at a higher level.

Ms. Elizabeth Mandell said she has been on the UVA faculty for 18 years and also serves on the UVA Faculty Retention and Recruitment Committee, and been involved in the interview process for close to two decades. She agreed with previous speakers that the stellar reputation of Albemarle County Schools has been a recruiting magnet and is the primary reason UVA has been so successful at attracting and retaining faculty and staff. The University is at the heart of the community, culturally and economically. In order to remain competitive with recruiting faculty to the University and families to the County, it is essential that excellence be maintained in public schools. She said the proposed school budget cuts will slice through the heart and soul of the Albemarle community. The wounds will be deep and will not heal quickly and the scars will be permanent. She said the Board can avoid this trauma by supporting the proposed School Board budget. She asked that the Board vote to keep the schools and the community healthy and strong. She also noticed the books in the County seal. She said it is the perfect symbiotic relationship, as the top two panels represent education and the lower two depict the land that is cherished in Albemarle County. It provides the tax revenue that sustains education and the education tradition of this community is what gives value to the land.

Ms. Delores Rogers said she lives two miles outside of the town of Scottsville where the County was founded in 1744. Since 1744 Scottsville has been fighting the river, the British, the Yankees, and a few years ago it fought the RW&SA when it wanted the river. Now, it appears they will have to fight Mr. Tucker and his budget, and the County Attorney who thinks there is no obligation to fund the Library Board, if they are going to act like the petulant children they have been pretending to be the last few weeks. She said there is an obligation to keep the Scottsville Library going, and to keep the schools fully funded – she has no children or grandchildren in Albemarle County Schools. She is a realtor and 2009 was a very difficult year, but when she talks to potential clients, people from out-of-state, the first thing they ask is what the schools are like. She said Albemarle County has the best school system in the area. If Mr. Tucker's budget goes through, and if Mr. Davis agrees that the library does not have to be funded, "we are not going to have that." The County would lose citizens, and it would lose businesses, and it would continue to lose money. She said for those gentlemen who were elected on the "no new taxes" mantra, they had a decent education and they owe the same to the children of their constituents.

Mr. D'Arcy Byrne said he is a resident outside of the town of Scottsville. He has one child in Scottsville Elementary School. He and his family moved to Albemarle three years ago, they moved from an adjacent county to get his son into a good school system. They moved from a larger home to a smaller home and left a nicer home to a less than nicer home and took on a large mortgage to get into a good school system. It was all worth it when his son started school this past September. It has been a phenomenal experience; the education is bar none. They are pleased with the experience they had have. Going through moving and the finances and the turmoil and the physical anguish of the move has been worth it. He is now disappointed and feeling that the Board does not care that much about the students and the future.

Ms. Anne Barkley said she is the parent of three students in County schools and a teacher in a neighboring district. She said her teaching certificate is in art, biology, history and social studies. Her main point is that it is all connected. The electives, the art, the teachers are the true fabric of society especially on the front lines with students. Cuts in the school system will take valuable teachers away

from the students. She teaches photography and to see the joy of an at-risk student with a camera in their hands taking pictures of a beautiful flower and suddenly discovering a bug, they can make the connection to biology. It can make a difference in their lives, and is especially important when teachers don't have that extra time to interact with students because of budget cuts, or because of an increase in class sizes. She urged the Board to fully fund the school budget and to value education. They moved here about a decade ago for the school system. It is a very important economic engine and resource in the community. She asked that the Board support the School budget and raise the taxes, or whatever it needs to do.

Mr. Victor Pena had signed to speak but was not present at this time.

Ms. Christine Black had signed to speak but was not present at this time.

Ms. Traci Kelsey said she is a teacher in County schools and has two children who have been through the Albemarle County system. She is concerned about the revenue shortfalls. She did some research and she proposes that the tax rate be increased ten cents bringing it to 84 cents. She said there has been no tax increase in ten years. With a rate increase of ten cents it would increase her personal taxes by \$450 a year – that is \$38 a month (which is what her family might spend on one dinner out) and Albemarle County schools are worth \$38.00 a month. She said this is a demanding community and it demands a quality education. Albemarle County has one of the top county school systems in the state. It cannot afford to let the school system down. She feels certain that most of the people who have moved here, including herself, did so because of the quality of the schools. The taxpayers and the local government must pick up where the state has let them down. Do not let the kids down, raise taxes and support the schools in the community. She said she has two daughters who have shown exemplary skills in art and have displayed in the arts shows. She asked that the Board not cut the arts program.

Ms. Dee Weikle said she agrees with many of the things said tonight. She will also remind the Board that she is asking that her taxes be raised, not as someone who has always lived the life of privilege, which she does not being a college professor herself and her husband also. She had very humble roots – her father was a rodeo cowboy and went to college on a rodeo scholarship. She comes from a different time and a different place. She understands the meaning of a dollar and she understands what an education can do. Her family knew that the way to succeed was to do well in school, and that was their priority. That is why her father spent all of his retirement money sending her to college. She paid every cent of it back and then some. She emphasized that the School Board is doing a great job running the schools. They did an efficiency study before it was important. Excellence in schools is a moving target. They need to shoot for that target and there are wonderful people on the School Board who are doing just that. Please listen to them and fund them more than they ask.

Ms. Sherry Moon had signed to speak, but was not present at this time.

Ms. Liana Kowalzik had signed to speak, but was not present at this time.

Mr. Steve Hunter said he moved his family from California six years ago because of many of the reasons mentioned tonight. Needless to say, they made the right decision. He owns two properties in the County and has two sons in public schools. It is not easy for him to think about paying more taxes but he supports a tax increase and tax relief for those who need it. He wants to see taxes spent wisely, and be assured that any increase be earmarked for the schools. No one has talked about shortening the school year by five days. This would save \$2.5 million. Every year his sons say how little they do during the last two weeks, they watch videos, play computer games and take field trips to pools and parks. He wants to fund the schools and will pay more taxes, but he also wants to save \$2.5 million to help save some jobs.

Mr. Wayne Martin said he has two sons at Murray Elementary. He will relate two stories because there has been talk of sharing principals. His eight-year-old son went to Murray in kindergarten and now he is eight in the third grade and is working on algebra. That happened because the principal of the school convinced him and his wife to keep in Murray and to keep him with his classmates. He said they would find ways to challenge him. Not only has that happened, but has now exceeded his ability to teach him. As he was helping the older child finish his math last night, his younger son who is five years ago, came and leaned on his shoulder and said "I need time to play." He said he had been watching him from time to time as he ran up and down the stairs with his DSI. He told him that he had been playing the entire time, to which he replied "Dad, I was not playing, I was organizing." This is the kind of education being taught now in the schools, so let's fund their budget.

Ms. Breanne Leiberling said she is a teacher at Jack Jouett Middle School. She will try to make this quick because she still has 68 posters to grade and a letter on making hyperbole sound interesting for tomorrow. She said that today she escorted 20+ seventh graders to the National History Day regional contest at James Madison University. All of her seventh grade students created a research project in correlation with the national history day project. They had to research and chose an innovation, research its history, and how it has changed the course of history. On top of that they wrote a seven-paragraph paper as well as completed their project. Their choices were a documentary, a website, or a full three-poster exhibit. As she sat in the awards ceremony today, an Albemarle County school placed in every single category in the junior division. That would not have happened without a teacher. That would not have happened with 30 kids in a class. She moved to the County from Kentucky where she taught a class with 33 kids in it. She could not have done that project and if the Board does not approve the tax increases, she is the face of what that will be because she will lose her job. She has only been here for two years. Please fund the tax increase - she would rather pay taxes than collect unemployment.

Mr. Peter Wurzer said he is not here to tell the Board to raise taxes or not to raise taxes. He said Mr. Tucker described it well when he summarized the decline in all revenues. His concern is about the future, as he does not have a lot of hope that the financial situation will get better in the next couple of years. He said as to spending, "we spent a house we couldn't afford." It was fine in the good times – as money came in it was spent to provide residents the things they wanted, but necessarily the things they needed. Then there were surprises from unfunded mandates. He said that in the next four weeks the Board must resolve a tough dilemma. He said the Board needs to work toward budget sustainability (Mr. Tucker's term). For now and for the future there needs to be a formula to help smooth this boom/bust cycle. The future needs to be prepared for by questioning every assumption, especially the ones everyone is sure are true. Pursue combining services with neighboring communities to effect cost savings, closely scrutinize those other areas to make sure they are running their budgets tightly, capture all revenues such as misdirected sales proceeds, reasonable user fees, and noncompliant land use. When the time comes, remember that all need to share the pain.

Ms. Lynne Summers said she is the grandparent of two children at Stone Robinson Elementary and has driven a school bus for Albemarle for 36 years. She is a Virginia state-certified CDL instructor and a lead driver. As a lead driver she provides daily guidance and supervision to bus drivers and assistants that have been concerned about how they will "make ends meet" and their general financial situation. She said their department has experienced many cuts, so it is time to cut somewhere else. She said school bus drivers are some of the most important people in a child's life. Their lives are in the hands of these bus drivers each day. She said that even though education is important, the bus drivers are even more important during those times of transport. Drivers need support not just from principals and parents, but more importantly from their supervisors, directors, School Board and the Board of Supervisors. She asked that the Board look for cuts elsewhere and stay focused on their safety instead of where their next meal is coming from or a way to pay more taxes. She asked that taxes not be raised unless they are only directed to those who can afford to pay them. Do not shorten the school year as that would only affect the workers' who make less anyway. She said if there has to be a furlough, let it be countywide and not just on the educational part.

Ms. Clara Belle Wheeler said her family has lived in Albemarle since before the American Revolution. She said they helped the school system. She said there needs to be a discussion of choices and how money is spent to be sure that it goes where it needs to go. She has two suggestions: the previous Board of Supervisors agreed to give the YMCA \$2.030 million in the year 2010 for construction of its facility in McIntire Park, and would give \$1.250 million for a competition swimming pool in that facility. She said the records she has seen show in the City show that only 12 non-city residents swim in any city pool on any given day. The Board could save that money, and she asked that the Board not fund the YMCA. She also suggested that the County try to get some money back from the developers of Biscuit Run for the enormous amount of time and money County staff spent on that project only to have the developer turn and walk away and get \$10.0 million from the Commonwealth.

Ms. Lori Balaban had signed to speak, but was not present at this time.

Ms. Jennie Bowen said she and her husband have two children in County schools. They have both been residents for most of their lives. She herself attended Crozet Elementary, Henley Middle and Western Albemarle High schools, and went on to receive a Master of Arts in Teaching. Her inspiration for becoming a teacher happened in the County School System. She came to support the budget, and also the teachers who meet the challenges of education the children each day. The job of a teacher is not an easy one with managing and captivating 22 unique students. The teachers have been entrusted to meet each of the children's needs and to make sure they are mindful of how each child will learn best. They need to be supported by allowing them to concentrate on teaching rather than worrying about how to manage an overcrowded class. They are the first to see the joy and excitement of a truly engaged learner. Besides educating the children, the teachers have numerous other responsibilities. The citizens need to ensure that the children receive a quality education by keeping the public schools strong. She urged the Board to support the Schools' budget and the inspiring teachers of Albemarle County.

Miss Christine Miller had signed to speak, but was not present at this time (she is a fourth grade student).

Ms. Meagan Eddy said she is president of the Cale Elementary PTO and is also speaking for her daughter Emma who is a fourth grader there. She said Cale has about 600 students, and her daughter wanted to say that if the number of PE teachers is cut, that would be only 1.2 PE teachers; that is one proposal in the School budget. There is only one gifted resource teacher at Cale servicing almost 140 kids; that is another thing that is proposed to be cut. She said they almost 40 percent free and reduced lunch children and about 35 percent ESOL children. She said the PTO does everything possible to support the teachers. It raises almost \$36,000 every year to fund activities such as tutoring and clubs. She said she is for increasing taxes, and she believes many at the school also favor that.

Ms. Mary Catherine Gunter had signed to speak, but was not present at this time.

Mr. Jim Loman said he and his wife recently moved to Crozet and they have two children at Western Albemarle High School and one at Henley Middle School. They moved to this area because of the reputation of the County's schools in providing high quality education. He said the School Board's budget already contains drastic cuts and program changes that challenge the ability of the educators to succeed. He and his wife, along with their neighbors, were shocked to learn that the serious cuts proposed by the School Board are inadequate to meet its budget. The budget proposal suggests that maintaining the 74.2¢ rate is maintaining the level of taxation from the last year, but in effect it is a tax cut resulting from a reduction in property values. This reduction in value is irrelevant to anyone not moving

from their home, but the intended reduction in funding to the schools is relevant to anyone who lives in Albemarle County, and is crucial to the children and families here. He asked the Board not to continue to cut taxes in the name of fiscal conservatism. He asked that the Schools' budget be fully funded, and along side of that budget, the libraries support the education of the children. All citizens are enriched by local libraries, and he asked that the Crozet Library not be closed.

Mr. Steve Gissendaner said the difficult decisions the Board is faced with now, are because of decisions the Board has made over the last few years. He will say the same thing he has said for three years, be very careful about the decision it makes tonight because that decision will impact the decision it will be forced to make again next year.

Ms. Linda McRaven said she has attended these meetings for about 30 years. She has five children who graduated from Albemarle schools; she was 22 years in the school system. She is hearing the same thing she has heard at everyone of these meetings. The only thing she has not heard is that people who don't want their taxes raised are mean, old and selfish. That hasn't been said in those words (which have been said before). She said people keep talking about the tax rate, but the rate doesn't matter –the current assessment does. She has heard that the teachers are being cheated and about to be fired and the children are being cheated. Then there are the wonderful kids who came to speak tonight who touched her heart. She thinks the reason people are concerned about taxes being raised is that the Supervisors have made good decisions in the past. The School Board has not made good decisions and the school system has not made good decisions in the past. She is not objecting to taxes, but wants the money used wisely. Don't have a top-heavy school system. Don't have top-heavy Community Development and Zoning departments. She think half of those people could "be lopped off" and save a huge amount of money. The children should not be put in jeopardy, but the Board needs to make good decisions which are good now and will be good in the future.

Ms. Kit Decker had signed to speak, but was not present at this time.

Mr. David Plunkett said he supports level funding for the Jefferson-Madison Regional Library system – noting that public libraries are most heavily utilized during tough economic times, particularly by those who are seeking jobs. He said he would like to extol the virtues of the regional library system and say the County is already getting a great deal for the library services it has. People are getting a great deal from library services, and three of the biggest components – books, computer services, and children's programming – are not paid for with County funds, or with local tax revenue. He expressed his support for Supervisor Dorrier's plan.

Mr. Bill Smith commended the Board members for their desire to keep the tax rate the same as last year's rate. He asked that the Board reconsider closing the Scottsville Library. The Board has heard the many reasons tonight, but if there are five libraries and one is picked to close, the Board has to play favorites. He would rather see that all stay open and cut each library's funding 20 percent; that would be fairer. He thinks funding to the schools should be cut – they have had too much money for too long. For the last 10 years the County budget has risen an average of eight percent per year, with schools getting at least 60 percent of that. They've been "living high on the hog" for a long time. The attitude for a long time has been "to take all the money you can get and spend it all and get some more next year." Now, when there are hard times and everybody in the County is hurting, they want the rest of the County to take on an additional burden in the way of more taxes so they don't have to share in the pain. He doesn't think that's right. He emphasized that everybody else is getting cut so the schools should not be exempt. They are tugging at everybody's heartstrings by bringing in kids, and now after an 80 percent increase in 10 years they are facing a few percent budget cut they are "squealing like a farmer is chasing them with an axe." It's not right – they can afford to cut back a little. Kids aren't going to die because the schools get cut a couple percent. If everybody in the County had jobs that paid good and had government protection – to not lose their jobs, to have paid vacations and to have retirement – maybe the residents could afford to pay a little more tax, but everybody does not have the enjoyable income that they do.

Ms. Mary Margaret Frank said she is an Associate Professor at the Darden School of Business at UVA. She spent her childhood studying art, but spent her adult life as a tax consultant and now as an academic who teaches and researches tax issues. Her husband has a medical practice in Charlottesville; they chose UVA over other academic offers because of the vibrant economic and cultural community. They chose Albemarle County before they had kids because of the public school system. She understands the frustration about higher taxes. During good times property taxes skyrocketed because of property values, and she is sure it caused financial strain for those who were land rich and cash constrained, but those people held onto their land and didn't sell it to developers and they incurred a significant financial burden. Now they are getting a benefit because property values are falling. She understands that people are angry at the Federal Government for the deficit situation and are scared about what lies ahead. Because she understands the situation, she believes the Board should consider reasonable cuts before raising taxes. Economic crises force governments and corporations and individuals to tighten their belts and remove inefficiencies. However, inefficiencies must be balanced with the disservice that would be done to future generations of taxpayers. She said education leads to economic development, and that is the stated objective of this Board. She mentioned that the website for Wake County, North Carolina, highlights the recognition of their public school system as being consistently one of the best in the nation. Wake County is not the only locality advertising its public school system as a competitive advantage. Many economic development organizations in the Research Triangle Park in North Carolina advertise the quality of public school systems in the surrounding counties in their to attract new businesses to the region. Looking close to home, UVA is a prominent player in the economy of the County. The public school system is vital to attracting the best and brightest professors, researchers and doctors and it give UVA a competitive advantage to attract faculty. These new faculty bring jobs, they bring research and ideas.

Ms. Camille Cooper said she is the Director of Legislative Affairs for the National Association to Protect Children. She and Mr. Ed Smart had been scheduled to provide a law enforcement presentation for the Board weeks ago but got snowed out and stuck in Richmond. She mentioned recent news reports about Internet predators in the locality, and the Southern Virginia Internet Crimes against Children Task Force and their work with the Albemarle County Police Department. She came to ask the Board for additional resources for the Albemarle County Police Department. Right now it is 23 officers down from where it needs to be, and there is no one assigned to do internet child exploitation work. There are several hundred known predators in this community right now and the department simply does not have the resources to interdict them and bring them to justice. Conservatively, one out of every three of those offenders at large now is an actually child victim who does not have the opportunity to follow suite because they are being continually sexually molested. She said law enforcement can go out now and triage those leads and determine where those children are, but they do not have the resources to do so. She asked to come back at some point with law enforcement and brief everyone here, and let law enforcement show what they are capable of doing if they had the resources. She presented Mr. Tucker with a report on the training and equipment the police need now. She also presented the Board members with a statewide map of known traffickers of child pornography, and a Charlottesville map of known child porn computer users.

Ms. Erica Hertz had signed to speak, but was not present at this time.

Mr. Richard Daly had signed to speak, but was not present at this time.

Mr. Harold Pillar said he was educated in an excellent school system other than Albemarle's. In his sixth grade class, 23 out of the 36 kids graduated from college. They had one teacher who taught them art, math and everything else. He said that on the Wednesday before Thanksgiving he came to pay his taxes and no one was here because staff had been given a half-day off. He had given up a half a day to drive in and pay (he wanted to pay cash). He said he was really teed off about this, but now he thinks that if the Board wants to save 10 percent of the County budget, not County school teachers, give them Friday afternoon off. He said there is no organizational chart for the County or the School Board. It is simple to cut costs once there is an organizational chart. It's a tool to set priorities and also goes along with job descriptions. He is suggesting that the Board ask for these things. To say that 40 teachers will be lost is unreal. He said those are people that are not needed. He thinks the School Board should be up here listening instead of the Supervisors. They should have the ability to tax and then they would be responsible to the taxpayers. The Supervisors are responsible to the taxpayers, but the School Board gets to set its budget. He thinks that is wrong. Basically that is a liberal idea and he is a conservative. The people who would send up an \$8.0 million deficit budget should not be on the School Board,

Ms. Kiersten Miles said she works in the UVA Research Computing Lab. At the Lab they are charged with helping students access the software technology that helps them transition from manual calculations to calculations with computers that have helped them reduce their carbon footprint. They can do modeling of international problems, of ecological problems without having to send people overseas. She said the students are challenged at learning these technologies on the college level. START HERE 11:35:07 Her son's Monticello High School class has been unable to sustain a University-level AP computer class. At Walton Middle School there aren't enough students with computer skills to be able to build even the smallest, most basic programming class. At this point in time, taking the educational system back to basics is taking the County's ability to educate students back to a level that does not meet the modern standard for education, for colleges, even for jobs that are not digitized. The classrooms need to be funded as Dr. Moran has proposed so they can meet what they face in the modern world, adding that even on a high school level computer skills are at a prime right now. She added that the Board needs to read the regional agreement as it relates to the Scottsville Library – and, based on his comments, it doesn't seem that Mr. Snow has read the regional agreement.

Mr. Jay McMichael said that cutting the budget in this way gets into the meat and bones of the schools, which will leave long-lasting scars. Those who do not support the School Board's budget do not seem to understand the value of a quality education and the cost necessary to provide it. He said the Board made promises and commitments in order to sit where they are today, and all the citizens can do is promise to hold you to them. The choice to fully fund the budget is not a difficult one to make; to do otherwise is simply unconscionable. He agrees with thinking outside the box, but the focus should be on other areas.

Mr. Steve Koleszar said he is a member of the School Board. He has been stunned at the elimination of so much money from the CIP, as there is an opportunity now to buy and build for 30 percent less than the cost two years ago, or the cost in the future. We do not need "Taj Mahals" but big, well-functioning, functional buildings. He asked the Board to be prudent with taxpayer monies. Not funding the CIP will be detrimental to contractors, and funding it will help them through these difficult times as well.

Ms. Mallek then closed the public hearing and thanked the attendees for spending so much time at the meeting.

Mr. Snow thanked everyone for being here.

Mr. Thomas thanked all who spoke, and said that if he has not answered all of his e-mails he will do so eventually.

Mr. Rooker thanked everyone who came noting the wide variety of speakers and thoughts. The common theme was that the budget woefully underfunds basic services in the community. He said the Strategic Plan says that Albemarle will have a world-class educational system, and the proposed budget

will dramatically undermine that goal taking the school system to the minimum state requirement. It eliminates excellence. He said the Schools are not the only thing affected by the budget – libraries are presently funded at one of the lower rates per capita of a community this size in the country. Fire and rescue services are struggling financially, and the Board has taken new fire stations for both Pantops and Ivy out of the CIP; both will be necessary to maintain response times. JABA indicated that the funding situation will require elimination of 1,000 meals to seniors next year. The Social Services Department is down 14 staff members while claims have increased by 150 percent from a few years ago. He said that Colonel Matthews, who is head of the local jail system, has indicated that the Jail is at 150 percent of capacity. The County has a goal of 1.5 police officers per thousand people, and Albemarle is about 25 short of that goal; that is very low compared to elsewhere in the country. He mentioned the speaker who said there is no one assigned to catching internet predators. He also acknowledged Mr. Koleszar's concern about the lack of CIP funding. The County's CIP is basically nonexistent; there are no projects in the Plan over the next five years. This budget proposes to maintain existing resources in the County. In his opinion, it is not sustainable to say you will not invest at all in your community.

Mr. Rooker added that State Secondary Road funds to Albemarle have been cut 90 percent, and there may be no funds from the State next year. There's a cram-down going on from the State to localities, and we're at the bottom, the buck stops here. Albemarle is not going to achieve and maintain excellence in quality of life in the community by not investing in the community. A failure to invest in the community is not going to achieve economic prosperity. Mr. Rooker mentioned several speakers whose companies provide jobs here. Trust, infrastructure and education are necessary ingredients to have economic prosperity in a successful community.

Mr. Rooker said as to the County's tax rate, it is a myth to say it is 74 cents. The effective tax rate is about 53 cents, with about 12 cents going to the City; 60 percent of land is in the Land Use Program and revenue is further reduced through the Tax Relief for the Elderly and Disabled Program. You cannot find another community in the State that provides a high quality of life, a good education system, a police department, and all the things looked at in this community for quality of life, and does it on a 53-cent tax rate. He said the comments tonight were terrific, but the Board has a lot of work ahead to create a budget that preserves the quality of life in this community.

Agenda Item No. 23. Adjourn to March 8, 2010, 9:00 a.m., Room 241.

There being no further business to come before the Board, at 11:50 p.m., Mr. Thomas offered **motion** to adjourn to March 8, 2010, at 9:00 a.m. Mr. Snow **seconded** the motion.

Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Mallek, Mr. Rooker, Mr. Snow, Mr. Thomas, Mr. Boyd and Mr. Dorrier.
NAYS: None.

Chairman

Approved by Board
Date: 05/05/2010
Initials: EWJ