At a Closed Meeting of the Board of Supervisors of Warren County held in the Warren County Government Center on June 23rd, 2026, at 5:00 PM

Present – Warren County Board of Supervisors and County Staff: Cheryl L. Cullers, (South River District); Tony F. Carter (Happy Creek District); John W. Stanmeyer, (Shenandoah District) Richard A. Jamieson, (North River District); Hugh B. Henry, (Fork); also, J. David Martin, Interim County Administrator; Jason Ham, County Attorney

At 5:03 PM on a motion by Mr. Carter, seconded by Mr. Henry, and the following vote, the Board entered into a closed meeting under Section 2.2- 3711(A)(1) for the discussion and consideration of prospective candidates for employment; assignment, appointment, promotion, performance, salaries, or resignation of specific public officers, appointees, or employees of the public body. The subject matter is the County Administrator position.

Dr. Jamieson, Aye; Mr. Henry, Aye; Ms. Cullers, Aye; Mr. Carter, Aye; Mr. Stanmeyer, Aye

On a motion by Mr. Carter, seconded by Mr. Henry, and the following vote, the Board certified to the best of each member's knowledge only public business matters lawfully exempted from open meeting requirements under Section 2.2-3711(A)(1) of the Virginia Freedom of Information Act and only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed, or considered in the meeting by the public body.

Dr. Jamieson, Aye; Mr. Henry, Aye; Ms. Cullers, Aye; Mr. Carter, Aye; Mr. Stanmeyer, Aye

At a Special Meeting of the Board of Supervisors of Warren County held in the Warren County Government Center on June 23rd, 2026, at 6:00 PM

Present – Warren County Board of Supervisors and County Staff: Cheryl L. Cullers, (South River District); Tony F. Carter (Happy Creek District); John W. Stanmeyer, (Shenandoah District) Richard A. Jamieson, (North River District); Hugh B. Henry, (Fork); also, J. David Martin, Interim County Administrator; Jane Meadows, Deputy County Administrator; Jason Ham, County Attorney; Alisa Scott, Finance Director; Mike Berry, Director of Public Works; Gerry Maiatico, Assistant Fire Chief; Kayla Darr, Human Resources Manager; Jon Martz, Director of Social Services; Crystal Cline, Sheriff; Zach Henderson, Deputy Clerk to the Board of Supervisors.

Call to Order:

Ms. Cullers called the meeting to order at 6:00 PM with an opening prayer from Pastor Butch Hammon.

Adoption of the Agenda:

Mr. Carter stated that he would like to add item D-1, "Consideration of the Employment of the Position of Interim County Administrator" and delete item I-6 "Proposed Amendment to Warren County Code Section 172-2 Designation of Certain Private Roads as Highways to remove Apple Mountain Lake Subdivision" by request from the applicant.

On a motion by Mr. Carter, seconded by Mr. Henry, and the following vote, the Board adopted the agenda as amended.

Dr. Jamieson, Aye; Mr. Henry, Aye; Ms. Cullers, Aye; Mr. Carter, Aye; Mr. Stanmeyer, Aye

Consideration of the Employment of the Position of Interim County Administrator:

On a motion by Mr. Carter, seconded by Mr. Stanmeyer, and the following vote, the Board ended the Interim County Administrator's temporary contract and employment effective immediately.

Mr. Stanmeyer, Aye; Mr. Carter, Aye; Ms. Cullers, No; Mr. Henry, No; Dr. Jamieson, Aye

On a motion by Mr. Carter, seconded by Dr. Jamieson, and the following vote, the Board appointed Jane Meadows as the Interim County Administrator effective immediately at a salary of $181,500.

Dr. Jamieson, Aye; Mr. Henry, Aye; Ms. Cullers, Aye; Mr. Carter, Aye; Mr. Stanmeyer, Aye

Public Comment Period:

1. **John Jenkins:** acknowledged that the County needs to increase revenue and prepare for unexpected emergencies and stated that he reviewed the financial information in the agenda packet and commented that nearly $10,000 was spent on challenge coins and asked how that benefited the citizens of the County. He additionally commented on the Board spending $8,000 on advertising, and the discrepancy with the salary for the Economic Development Director that stated $104,000 but was hired at a rate of $163,000.
2. **Lewis Moten:** expressed a concern about public access in relation to the previous evenings meeting with the town, emphasizing that the room was full and nobody in the hallway could hear. He then recommended putting in speakers in the hallway and in the bathrooms so that people can listen to the hearing if the room is full and that the general logistics didn't work out and that had affected him and what he came to speak about.

<u>Board Reports:</u>

- **Dr. Jamieson had no report**
- **Mr. Henry reported the following:**
    - Mentioned that the Hike Kids Foundation is having a fundraiser event this weekend for the Dueling Disco Competition and there are still tickets left for people to attend.
- **Ms. Cullers reported the following:**
    - Met with residents periodically over the last couple of weeks over different things.
    - Attended a recent Planning Commission meeting
    - Attended the Lake Front Royal POA Picnic.
    - Attended the Community Policy and Management Team (CPMT) meeting
    - Attended the annual Juneteenth event at the gazebo.
    - Attended the Town Council meeting the previous night and stated that it was after midnight when the meeting adjourned.
    - Addressed concerns regarding Tourism dollars and stated that it's money that has to be used for Tourism and the revenue comes from Lodging tax and that is a designation from the State.
    - Addressed concerns regarding the large crowds in the Board Room and stated that if there is a future meeting that is anticipated to bring a large crowd then the Board will move the meeting to one of the High School Auditoriums to accommodate that.
    - Commented on the upcoming Dueling Disco event and the Hike Kids Foundation and the fundraiser that is still ongoing.
- **Mr. Carter had no report**
- **Mr. Stanmeyer had no report**

- **Ms. Meadows had no report**
- **Mr. Ham had no report**

Appropriations and Transfers:

On a motion by Mr. Stanmeyer, seconded by Mr. Henry, and the following vote, the Board approved the Appropriations and Transfers as presented.

Mr. Stanmeyer, Aye; Mr. Carter, Aye; Ms. Cullers, No; Mr. Henry, Aye; Dr. Jamieson, Aye

Approval of Accounts:

On a motion by Mr. Henry, seconded by Mr. Stanmeyer, and the following vote, the Board approved the accounts as presented.

Dr. Jamieson, Aye; Mr. Henry, Aye; Ms. Cullers, No; Mr. Carter, Aye; Mr. Stanmeyer, Aye

<u>Public Hearings:</u>

CUP2026-04-01 - Mobile Home Park - 123 Brinklow Road:

Ms. Wahl stated that the applicants are requesting a conditional use permit for the expansion of an existing mobile home park on two parcels identified as tax map #19--------23 and tax map #19--------24F, totaling approximately 47.84 acres of contiguous land accessed by Brinklow Road off of Strasburg Road. The owners would like to expand the existing mobile home park in an effort to increase affordable housing opportunities for residents of Warren County. The applicants are proposing to expand the existing mobile home park by 35% of the maximum allowed density permitted on the property. This includes adding 47 new mobile home sites and reestablishing 6 mobile home sites in addition to the existing 51 mobile home sites, bringing the total number of mobile home sites across the two parcels to 104. Warren County Code §180-8C defines mobile home park as, "Premises where three or more mobile homes are parked for living or sleeping purposes or where spaces or lots are set aside or offered for sale or rent for mobile homes for living or sleeping purposes, including any land, building, structure or facility used by occupants of mobile homes on such premises."

Ms. Cullers opened the public hearing and a representative from Brinklow Mobile Home Park as well as the property manager & co-owner provided a presentation that highlighted the improvements and upgrades that were made to the park, what the plan is moving forward in correlation to the CUP, working collaboratively with the staff on the school bus shelter and turnarounds etc.

Mr. Carter asked about the water and septic and how exactly it operated, if there was a central water system or septic system. Mr. Brinklow stated that they have four wells in the area and they are under the State water control board with those as well and do monthly testing. Those reports go out to their tenants as required through the water control board as well and have 23 septic tanks.

<u>Public Speakers:</u>

1. **Lewis Moten:** stated that he appreciates what is going on and asked about the shelter and if the kids are going to be visible while they are waiting for the school bus, and if there will be any protection from the elements.
2. **John Jenkins:** stated that he has been familiar with this mobile home park for many years and acknowledged the improvements made and the efforts to provide affordable housing and voiced his support.

There were no additional comments from the public, and the hearing was then closed.

Ms. Cullers asked about people bringing their own trailers in and Mr. Brinklow stated that the trailers will be his to rent out and that will help with the overall aesthetic of the park and will help them keep up with the maintenance and lawn services.

On a motion by Mr. Henry, seconded by Dr. Jamieson, and the following vote, the Board approved the conditional use permit #2026-04-01 for a mobile home park expansion with the conditions recommended by the Planning Commission and staff.

Mr. Stanmeyer, Aye; Mr. Carter, Aye; Ms. Cullers, Aye; Mr. Henry, Aye; Dr. Jamieson, Aye

Z2026-04-01 - Zoning Text Amendment for Rest Home in the Rural Residential (RR) Zoning District:

Ms. Wahl stated that the Board has received a request to amend Chapter 180 of the Warren County Code to amend §180-24D to add Rest Home as a use allowed by conditional use permit in the Rural Residential (RR) Zoning District. This is an existing use in the Agricultural (A), Residential-One (R-1), Residential-Two (R-2), and Village Residential (VR) Zoning Districts. The Planning Commission held a public hearing for this item on May 13, 2026. On a motion made by Mr. Gordon, seconded by Mr. Kersjes, and by the following vote, the Planning Commission moved to forward the zoning text amendment Z2026-04-01 to the Board of Supervisors with the recommendation of denial. The applicant has requested the public hearing be postponed until the July 21, 2026, Board of Supervisors meeting in order to revise their application following the Planning Commission's recommendation of denial. It is the opinion of staff and the County Attorney that, because the public hearing has been properly advertised, the Board of Supervisors should open the public hearing to allow the public an opportunity to speak and receive any public comment offered.

Ms. Cullers opened the public hearing and Ms. Wahl emphasized that the applicant is not going to revise the text amendment application itself but the concept behind what he wants this amendment in the first place. If approved, then the applicant would return with a conditional use permit and that is the concept that he wishes to change.

Public Speakers:

1. **Steve Arnold:** stated that rest homes and nursing homes in Warren County should only be approved for land that has access to public water and sewer, and land that is zoned rural residential and approved for single family homes should not have a nursing home. He emphasized the ongoing moderate to severe drought in the County and that a nursing home on this land would create a greater usage for water and also septic given the number of residents the facility could house.
2. **Susan Bowen:** stated that she is opposed to this amendment and emphasized that the County's statement of intent for this type of zoning is to provide areas for low density residential development not less than 2-acres without degrading the environment. She stated that a rest home is commercial and not in keeping with the intent of the rural residential zoning.
3. **Mary Ryan:** stated that she agrees with the previous speakers and thinks that the existing rural residential zoning is acceptable and a rest home will degrade the local environment and will not be beneficial at all.
4. **Todd Lewis:** stated that he also agrees with the previous speakers but also mentioned concerns regarding safety and power and if they will have backup generators. Additionally, he emphasized the narrow roads and the extra strain on the nearby fire department as well as noise pollution.
5. **Lewis Moten:** stated that the issue he is having here is the low residential development that could bring institutional commercial intensity to that small area, and that this will cause a higher demand on the resources for that area that doesn't fit what is supposed to be there.

6. **Wayne Taylor:** voiced his opposition to this text amendment and emphasized that the Rockland Agricultural District is supposed to not weaken the agricultural activities but to compliment them and further stated that the area is very fragile and the County needs farmland.

There were no additional speakers from the public. Mr. Carter asked for clarification of this was just for a text amendment and if the applicant had submitted a conditional use permit. Ms. Wahl stated that the applicant has not as of now, and the item is just for a text amendment.

Dr. Jamieson asked about the applicant's intentions in correlation to the text amendment itself not being revised at all. Ms. Wahl stated the applicant still wants the use to be added via CUP and that initially he proposed a rest rope between 50 to 100 beds on one or two parcels that he intends to subdivide into 12 parcels. Dr. Jamieson then stated that in his opinion, if the text amendment itself is not changing then there is no point in seeing this at a later date.

Ms. Stanmeyer agreed and the hearing was then closed by Ms. Cullers.

On a motion by Mr. Carter, seconded by Mr. Stanmeyer, and the following vote, the Board denied the proposed amendment.

Dr. Jamieson, Aye; Mr. Henry, Aye; Ms. Cullers, Aye; Mr. Carter, Aye; Mr. Stanmeyer, Aye

R2026-04-01 - Rezoning from Residential-One (R-1) to Commercial (C):

Ms. Wahl stated that the applicants are requesting to amend the Warren County Zoning Map and rezone 3.82 acres from Residential-One (R-1) to Commercial (C). The properties are located at 0 Diamond Ridge and 0 Emerald Lane and identified on tax map 12B section 2 block 7 as lots 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, tax map 12B section 2 block 3 as lots 11, 12, 14, 16, and tax map 12B section 2 block 4 as lots 11, 12, 13, 14, 15, 16. The properties are located in the North River Magisterial District and is proposed for by-right commercial land use. The future land use zoning map in the Comprehensive Plan is shown as Commercial zoning for this property. The properties are located entirely within the Highway Corridor (HC) overlay district in the North River Magisterial District. The applicants intend to develop the properties for commercial purposes to provide space for by right retail and/or service businesses.

Ms. Cullers opened the public hearing and Mr. Lawson, the applicant's representative, stated that this is in conformance with the comprehensive plan and they have addressed all comments from the reviewing agencies and also have been in coordination with the property just south of them.

Mr. Carter asked if the client would be responsible for the turn lanes and stormwater etc. Mr. Lawson said that is correct and added that the intersection was already approved by VDOT as part of the Marlow work that is just south of this property, but they would be responsible for all road improvements.

Public Speakers:

1. **Lewis Moten:** stated that he likes seeing new development coming to the area and anything that increases Economic Activity and brings in more revenue is welcomed, but his concern is that he saw the proffers mention $0.15 per square foot and he is curious if that is going to help with the future of this lot or if this is just a one time thing.

There were no additional comments from the public or Board and the hearing was then closed.

On a motion by Mr. Stanmeyer, seconded by Mr. Henry, and the following vote, the Board accepted the proffers dated January 22, 2026, and approves the request to rezone and change the zoning map classification of tax map 12B section 2 block 7 as lots 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, tax map 12B section 2 block 3 as lots 11, 12, 14, 16, and tax map 12B section 2 block 4 as lots 11, 12, 13, 14, 15, 16 from Residential-One (R-1) to Commercial (C).

Mr. Stanmeyer, Aye; Mr. Carter, Aye; Ms. Cullers, Aye; Mr. Henry, Aye; Dr. Jamieson, Aye

CUP2026-04-02 - Short-Term Tourist Rental - 691 Harris Drive:

Ms. Wahl stated that the applicant is requesting a conditional use permit for a short-term tourist rental for a home they purchased in 2020 with the goal of contributing to the local economy by encouraging tourists to use Front Royal as a base for exploring the National Park and surrounding attractions. To ensure a high-quality guest experience and minimal impact on our neighbors, they have partnered with Matt Williams, a professional short-term rental property manager based in Front Royal.

Ms. Cullers opened the public hearing.

Public Speakers:

1. **Lewis Moten:** stated that this property is in a flood zone and if there is an issue then they can't rebuild and the main issue he is concerned with is the safety of the guests, and while there is information about emergency services, he did not see anything that notifies them about a flood risk or an evacuation plan.

There were no additional comments from the public, and the hearing was then closed.

The applicant stated that he is familiar with floodplains and the potential dangers that come with that and further stated that he will make sure that the plans reflect an emergency evacuation route.

Mr. Stanmeyer stated that there is a very large forest to the east of the property and wants to make sure there is no hunting and asked if there is currently a restriction on that. Ms. Wahl stated that there is a prohibition on firearms, but the applicant could include in the property management plan that hunting is restricted as well.

On a motion by Mr. Henry, seconded by Mr. Stanmeyer, and the following vote, the Board approved conditional use permit #2026-04-02 for a short-term tourist rental with the conditions as recommended by the Planning Commission and staff.

Dr. Jamieson, Aye; Mr. Henry, Aye; Ms. Cullers, Aye; Mr. Carter, Aye; Mr. Stanmeyer, Aye

Ordinance Authorizing the Payment of Employee Bonus:

Ms. Darr stated that the 2026 Session of the General Assembly for constitutional officers, regional jail superintendents, and their Compensation Board funded deputies and employees approved a 2% salary bonus as part of HB29 (the caboose budget). The funds will be distributed by the compensation board as part of the June 2026 reimbursement, captured in the FY2026 General Fund budget. The total number of employees estimated to receive the supplement is 133, which equates to $130,774.

Adoption of an ordinance accepting the State Shared Expense revenue and authorizing payment of the 2% bonus to full-time and designated part-time employees based upon the below criteria:

1. Active Employment. Employees must be in active pay status at the time the payment is made.
2. Pay Status. Employees must be employed on or before June 1, 2026, and remain employed at the time the payment is made.
3. Amount of Payment for Full-Time Employees. 2% of the base salary on June 1, 2026, for each active full-time employee.
4. Amount of Payment for Part-Time Employees. 2% of the base salary for each active part-time employee who has worked 1,250 hours or more for the period of June 1, 2025, through May 31, 2026.

Ms. Cullers opened the public hearing.

Public Speakers:

1. **Lewis Moten:** stated that he mainly wanted to see what the bonuses have been like in the past from the County's perspective and if was normal, or if this was a small or larger jump and that he did not know what kind of reference or guidelines to compare to.

There were no additional comments from the public and the hearing was then closed.

Ms. Cullers asked about the history of this bonus and how they worked in the past. Ms. Meadows stated that historically at the end of the year if that state had additional funding, they had implemented this and it's been roughly one and a half to 2% for the last three years and emphasized that this is separate from COLA.

On a motion by Mr. Stanmeyer, seconded by Mr. Henry, and the following vote, the Board adopted Warren County Code 30-13.

Mr. Stanmeyer, Aye; Mr. Carter, Aye; Ms. Cullers, Aye; Mr. Henry, Aye; Dr. Jamieson, Aye

Proposed Amendment to Warren County Code Section 172-2 "Designation of Certain Private Roads as Highways" to remove Apple Mountain Lake Subdivision: DELETED

Ordinance for Triennial review of exempt property & Tax Relief for the Elderly:

Ms. Sours stated that property exemptions are based on ownership and use. Ownerships change, and can be noticed during property deed transfers, but also due to changes in use. This will keep an up-to-date listing of exempt properties on a review level to prevent properties from qualifying as exempt if their use no longer qualifies for the exemption. The property would then revert over to taxable property. This will let the Commissioner's office review all exempt properties and require the property owner to submit an application for exemption to remain exempt if there are no changes regarding the use of the property.

Ms. Cullers stated that this item is not ready for a vote, and Mr. Ham explained that there is a statue that authorizes the County to adopt an ordinance that allows the Commissioner of Revenue to require those who are already claiming exemption to file an application to prove that. This was advertised similarly to any other ordinance, but the statue emphasizes that there needs to be a 60-day written notice that has yet to be completed. As a result, the public hearing was not opened but the public was allowed to speak on this item.

Public Speakers:

1. **Lewis Moten:** stated that the seniors had brought this up to him and emphasized that the Triennial review and Tax Relief for the Elderly need to be kept as separate items and urged the Board to review everything

that he had sent because it was an exhaustive list. He then stated that they (the seniors) are worried and they need help.

There were no additional comments from the public or Board, and there was no motion on this item.

Budget Amendment exceeding 1% of total expenditures:

Ms. Scott stated that per the Children Services Act's (CSA) funding projections dated 05/19/2026 and approved by the Community Policy and Management Team (CPMT) an additional $1,782,684.00 is requested for CSA warrants issued. The Local only contribution is $115,000.

Ms. Cullers opened the public hearing.

Public Speakers:

1. **Lewis Moten:** stated that the problem he is having is related to budget trust, emphasizing that the County had a budget and now it's jumping for a 1% increase on top of a previous increase for airport hangars. He then stated that it would be beneficial to explain what could be coming through and expected in the near future. He further emphasized that he sees a lot of things added to the budget and asked if he can trust it or if he will keep seeing multiple additions.

There were no additional comments from the public and the hearing was then closed.

Mr. Martz stated that the issue with the CSA budget is that it is completely dependent upon the number of children that enter into foster care. It is also dependent upon the number of children in the public schools who get special services or private schooling which is impossible to know ahead of time. These are mandated expensed and so the County has to put up the money and pay for it, and they try to forecast ahead of time as far as they can.

Prior to the motion, Mr. Stanmeyer reminded the public that the cost to the County is only $115,000.

On a motion by Mr. Stanmeyer, seconded by Mr. Henry, and the following vote, the Board moved that the 2025-2026 Warren County Budget be amended to include an additional $1,782,684.00 to the Community Policy and Management Team budget line item, and that such funds be appropriated.

Dr. Jamieson, Aye; Mr. Henry, Aye; Ms. Cullers, Aye; Mr. Carter, Aye; Mr. Stanmeyer, Aye

Consent Agenda

1. Sheriff's Office HIDTA Crime Analyst MOU and Budget Amendment to FY26 and FY27
2. Contract for Services with The Data Pros.Net, Inc.
3. Transfer of Budget Guidelines:
4. Renewal VRSA FY27 Warren County:
5. Renewal VRSA FY27 Warren County Volunteer Fire/EMS:
6. FY27 Individual Call Handling Equipment Grant – Amended:

On a motion by Mr. Stanmeyer, seconded by Mr. Henry, and the following vote, the Board approved the consent agenda as presented.

Mr. Stanmeyer, Aye; Mr. Carter, Aye; Ms. Cullers, Aye; Mr. Henry, Aye; Dr. Jamieson, Aye

New Business:

Chester Gap Staffing Agreement and Funding Allocation:

Mr. Maiatico stated that this item is a continuation of the discussions as part of the SAFER Grant and Chester Gap Staffing Agreement. Rappahannock County has shifted their funding to staff the Flint Hill Fire Department with one position 24/7/365 and the other position covered by volunteers. As such, it is assumed by the Chester Gap leadership that to continue the Staffing Program at the Chester Gap Station, Warren County would need to fund the program without contributions from Rappahannock County. Warren County has applied for a SAFER Grant which would include shifting the subcontractor positions at Chester Gap Station to a full-time position under the direction of the Warren County Fire Chief. Anticipated award notifications would be announced in September 2026, with hiring activities to take place in March/April 2027. As part of the potential extension of the sub-contractor agreement, Chester Gap has requested Warren County increase contributions to reflect current entry level hourly rates for BLS/ALS employees of WCFR. Additionally, Rappahannock County carried the workers compensation insurance coverage on the subcontractors with each Warren County and Rappahannock County covering the cost. It is assumed that Warren County would need to establish a policy and cover the cost associated with the coverage plan. He then stated that Fire and Rescue has successfully applied for the SAFER grant but in the interim, the cost estimate for the subcontractor program for 6-months is $189,435.

Kevin Williams, the President of Chester Gap Fire Department and thanked the Board for their support over the past years and their continued support. He then highlighted the various meetings that had taken place with the Chair of both Warren County and Rappahannock at Chester Gap on numerous occasions. At one of the meetings attended by Supervisors Cullers and Jamieson, he had been told that an MOUS had been presented to Warren County and previously the County had received an email from their County Administrator stating that a decision had to be made by May the 3rd, however, at the mentioned meeting, he was told that Rappahannock needed to have something in by May 15th. Additionally, he pointed out that Rappahannock said that they picked up 100% of the costs of the program but they had paid approximately 80% with the remaining costs being paid by Chester Gap. Once the vote was cast on May the 3rd to move the operations to Flint Hill, there had been no communication with Chester Gap Fire Department from Rappahannock County on anything.

Chief Brown expressed the need to keep Chester Gap staffed for the next 6 months and has reservations about it not being staffed adequately and further emphasized that he is 100% in support of the SAFER grant.

Mr. Ham stated that the agreement that is in front of the Board is for $194,435 and that included $5,000 for workers compensation. The agreement would also state that the County provides the workers compensation and based on what he has heard from the fire department representatives, they will be the ones to provide that. He then suggested that if the Board pass this, then they should cross out the portion of the agreement that says workers compensation insurance for the program will be provided by Warren County at a cost of $5,000 for a 6-month term and would amend the total program cost from $194,435 to $189,435.

Mr. Carter asked where the funding would come from. Ms. Meadows stated that it would come from the general fund and there is no other source identified for it. Mr. Carter then asked how many medic units are currently staffed at company #1. Mr. Maiatico stated that there are two staffed ALS units and have four people a day staffing for company #1.

Ms. Cullers emphasized that she appreciates and advocates for her constituents asked if they have the equipment to handle the wintertime. Mr. Maiatico stated that he has full faith in the fleet and resources to be able to reach not only the elevations in the County, but also the treacherous roads and mountain land areas.

Mr. Henry stated that when the Board was voting on the extra EMT service at station #1 he was hoping that was in addition to keeping Chester Gap and emphasized that it’s all proximity and that the ideal situation is to have both, and thinks that at a less than $200,000 for six months while they are waiting for the SAFER Grant is fair.

Dr. Jamieson stated that the Board had a budget meeting early on with three options (A, B, C) and the Board majority had voted to not continue the COVID era Cooperative Agreement and thought the matter was resolved at that point. The Board then passed the budget with no funding allocated to the continuation of that plan and emphasized that there is no money allocated for it and does not understand why this is being brought up again. From the information that he has seen and read; he believes in the recommendation of the Matrix Study that the Cooperative Agreement should not be continued.

On a motion by Mr. Henry, seconded by Ms. Cullers, and the following vote, the Board authorized the County Administrator to enter into the proposed MOA for subcontractor staffing services with the Chester Gap VFD for a term not to exceed 6-months and further authorized the expenditure of up to $194,435 for subcontractor wage reimbursement and workers compensation insurance coverage.

Dr. Jamieson, No; Mr. Henry, Aye; Ms. Cullers, Aye; Mr. Carter, No; Mr. Stanmeyer, Aye

Memorandum of Understanding - Lump Sum Funding (WCSB):

Ms. Meadows stated that several weeks ago the Board had a work session to discuss changing the funding format from a line-item funding to lump sum and remain categorical. This MOU would make it so that the County would be able to lump fund the school board.

On a motion by Mr. Henry, seconded by Dr. Jamieson, and the following vote, the Board approved the Memorandum of Understanding - Lump Sum Funding with the Warren County School Board, with such changes as are approved by the County Administrator in consultation with the County Attorney.

Mr. Stanmeyer, Aye; Mr. Carter, Aye; Ms. Cullers, Aye; Mr. Henry, Aye; Dr. Jamieson, Aye

Memorandum of Understanding - Meals Tax (WCSB):

Ms. Meadows stated that the County has continued to set aside meals tax funds so that they are able to pay for debt service for school's capital improvement projects. This will continue and the MOU provides more clarity and more detail that perhaps was missing from some of the prior agreements.

Mr. Henry stated that based on his own research it appears that the Capital Improvements that are outside of debt service for schools have been fluctuating with some years having hardly any and that this Board has increased its operating budget to over $5 million and they have already appropriated a little over $1.3 million in Capital Improvements. He then emphasized that it is his intention to maintain these government assets that include schools.

Dr. Jamieson stated for the record that there is no agreement with the Town of Front Royal that calls for 30% of meals tax collected in the corridor order to be paid to the town. The agreement specifically uses the term the equivalent of 30% and for an unknown reason, meals tax revenue itself was channeled to play the separate equivalent of 30% to the town. Additionally, he stated that the taxpayers of Warren County have and always will be the source of funds for Warren County Public Schools regardless of if it is a debt payment or capital improvement project and posed the question of what the referendum actually says and how school capital projects are funded.

Ms. Cullers stated that Dr. Jamieson had been a previous member of the Joint Building Committee and that has worked well for members of this Board and the School Board and has been beneficial to keep both boards aware of what the needs are, and at this point it is just a matter of the carryover money being dedicated and having a capital improvement budget where they request a number.

Mr. Carter stated that the referendum says that the revenue had to go to capital improvements long term, and to him, a long-term capital improvement is a brand-new school, and in conjunction with that, the Board gave Carryover funding to the schools and that did not always go toward Capital Improvement. He then emphasized that there has to be a need to look at the Capital Improvement Plan annually and rank them. Additionally, he agreed with Dr. Jamieson that the Town's 30% should not come from Meals Tax and it had previously come from General Fund revenues.

Mr. Stanmeyer stated that he agrees with Dr. Jamieson that the money is fungible and that it all comes from the same place eventually. He then stated that he is fine with the MOU as it is although it feels watered down from previous versions and further agrees that capital improvement projects could apply to construction but also projects such as repairs and replacements etc.

JST talked about this item and agrees with Dr. Jamieson that the funding can be used for various projects as the money all comes from the same place.

On a motion by Dr. Jamieson, seconded by Mr. Henry, and the following vote, the Board approved the Memorandum of Understanding - Meals Tax with the Warren County School Board, with such changes as are approved by the County Administrator in consultation with the County Attorney.

Dr. Jamieson, Aye; Mr. Henry, Aye; Ms. Cullers, Aye; Mr. Carter, Aye; Mr. Stanmeyer, Aye

Memorandum of Understanding - Carryover Funds (WCSB):

Ms. Meadows stated that for this Memorandum of Understanding, any unspent funds at the end of the year would go back to the schools and they would be able to use it as part of their school capital improvement plan.

On a motion by Mr. Henry, seconded by Mr. Stanmeyer, and the following vote, the Board approved the Memorandum of Understanding - Carryover Funds with the Warren County School Board, with such changes as are approved by the County Administrator in consultation with the County Attorney.

Mr. Stanmeyer, Aye; Mr. Carter, Aye; Ms. Cullers, Aye; Mr. Henry, Aye; Dr. Jamieson, Aye

Presentation - Warren County Sheriff's Office Recruitment and Retention:

Sheriff Cline presented a presentation to the Board regarding the Sheriff's Office Recruitment and Retention that detailed the following information:

- Virginia's Law Enforcement Workforce crisis
  - Warren County competing with larger agencies with additional resources
  - A recruitment timeline from 1990 to the present and major events during that time.
- Virginia's Law Enforcement Workforce is Shrinking
  - The minimum qualifications for hiring and the requirements for the physical fitness assessment, and the overall length of the hiring process from the initial assessment to the interview.
- The Public Safety Risks
  - Authorized Staffing vs Actual Staffing
    - 70 budgeted positions (54 filled – 16 vacant – 3 paused
  - The impacts that the deficit creates (slower response, reduced visibility, increased fatigue and overtime, increased danger and liability etc.)
- The Understaffing Cycle
  - Not sustainable due to losing qualified staff and not attracting new recruits.
  - 46% of WCSO first responders on staff have less than 5-year tenures
  - Understaffing Cycle (Vacancy – Overtime – Fatigue – Burnout – Resignation – Vacancy)
- What Employees Told Us (Employee Feedback on what they see value in)
  - Night Shift Differential – Sign On Bonuses – Referral Bonuses – Retirement Healthcare – FTO Benefits – Tuition Reimbursement – Retention Bonuses – Childcare Assistance etc.)

- The Opportunity
  - Existing FY 25-26 Funds Available for Carryover
  - Career Development Rollover - $60,000
  - FY 26-27 Vacancy Savings - $130,744
  - Total Budgeted Funding Available - $190,744
- The Plan
  - Recruit – Sign On Bonuses
  - Refer – Employee Referral Program
  - Retain – Shift Differentials, Healthcare, Supplements Specialty Program Development
  - Develop – Leadership & Career Development

Adjournment:

On a motion by Mr. Henry, the meeting adjourned at 9:20 PM.

Dr. Jamieson, Aye; Mr. Henry, Aye; Ms. Cullers, Aye; Mr. Carter, Aye; Mr. Stanmeyer, Aye