

# WAYNESBORO, VIRGINIA

## CITY COUNCIL RETREAT MINUTES



Council for the City of Waynesboro, Virginia held a Council Retreat on Friday and Saturday, November 1 and 2, 2019 beginning at 8:30 a.m. at the Coyner Spring Water Treatment Plant, 2091 Lyndhurst Road, Waynesboro, Virginia:

PRESENT: Council Members: Terry Short, Jr., Mayor  
Bobby Henderson, Vice Mayor  
Bruce Allen, Councilman  
Elzena Anderson, Councilwoman  
Sam Hostetter, Councilman

City Staff: Mike Hamp, City Manager  
Jim Shaw, Deputy City Manager  
Julia Bortle, Clerk of Council  
Cameron McCormick, Finance Director  
Brian McReynolds, Public Works Director

ABSENT: None

### **FRIDAY, NOVEMBER 1, 2019 AND SATURDAY, NOVEMBER 2, 2019:**

The retreat opened with participants stating their goals for the retreat, the future and accomplishments during their term so far. A review of the previous Council retreat goals was compared to the current Council priorities.

Discussion topics included:

- Emphasis on communication
- Favorable view of employees/organization
- Employee compensation budget priority
- Use of Comprehensive Plan and guide for follow through
- Revisited and revised priorities
- Legislative agenda for General Assembly
- Keep the Comprehensive Plan in mind.

The mayor advocated forming a citizen university, as he suggested it is a sustainable leadership tool to build advocates and future council prospects.

After an exercise of learning about the City's demographics, "Know Your City", there was a recap of the first day of the Retreat.

Budget Process:

There was a brief discussion on funding non-profits and the benefits to the City of having their request go through CAPSAW. The City Manager suggested placing ads and sponsoring opposed to the City's outright funding.

The Capital Improvement Plan will be taken to the Planning Commission.

Council Retreat  
Friday, November 1 and Saturday, November 2, 2019  
Unapproved Draft

More Communication:

Increased use of door tags making citizens aware of pending projects affecting them.  
Brief employees on possible questions.  
Public Information Officer – consider creating position: funding and purpose.

Recap from last year's Retreat:

Concerns at that time.  
Employee compensation  
Sunset Park development  
Basic City neighborhood revitalization  
Funding and implementation of Comprehensive Plan  
Downtown enhancement programs  
School funding (operations and facilities)  
Equalized personal property tax rate – council decided not to equalize.  
Multi-year CIP – setting up reserves to achieve projects  
Salary scale adjustment  
2019 discretionary revenue

Challenges faced by current Council:

School funding  
Compensation Study – equity and fairness  
Solid Waste Study  
Any changes in Council priorities  
Tolerance for rate generation

After a five-minute break taken at 10:00 a.m.:

Council members stated their priorities including salary compensation without a tax increase for both schools and the municipal organization and the impact on program adjustments. Councilman Allen stated in the past he wanted to ensure that school salary increases are not included in the 42.5% funding formula.

The Solid Waste Study presented to Council at a previous business meeting was discussed.

Legislative communications: Mayor suggested submitting two or three items.

Economic Development: Mayor stated nothing has been brought to Council regarding economic benefits; recommended council be given updates so they can discuss with constituents.

Summary Remarks:

Vice Mayor Henderson requested department managers provide updates.  
Mayor wants employees to be recognized at meetings when they receive awards.  
Councilman Hostetter wants better understanding of processes and purpose of retreats.

The retreat concluded at 12:41 p.m.

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Julia Bortle, MMC, Clerk of Council

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Terry R. Short, Jr., Mayor