

WAYNESBORO, VIRGINIA CITY COUNCIL RETREAT MINUTES



Council and staff for the City of Waynesboro, Virginia held a Council Retreat on Friday, February 24, 2023 at 8:30 a.m. in the BRITE Transit Building, 51 Ivy Ridge Lane, Fishersville, VA.

PRESENT: Council Members: Lana Williams, Mayor
Jim Wood, Vice Mayor
Bruce Allen, Council member
Terry Short, Jr., Council member
Kenny Lee, Council member

City Staff: Michael Hamp, City Manager
Todd Wood, Assistant City Manager-Operations
Michael Wilhelm, Assistant City Manager-Public Safety
Cameron McCormick, Assistant City Manager-Finance
Julia Bortle, Clerk of the Council
Leslie Tate, Community Development Director
Devon Cockrell, Human Resource Director
Greg Hitchen, Economic Development Director

ABSENT: None

The City Manager opened the Council Retreat, welcoming council and staff and thanking them for dedicating their time for communicating their strengths, goals, objectives, and budget desires for the fiscal year 2024 budget, which included:

Strengths:

- Work collaboratively
- Experience plus fresh ideas
- Diversity

Objectives:

- Positive, impactful affordable housing
- Support projects with immediate results
- Portal for citizen input: website, open house
- Communicate project progress to public

Goals:

- Continue developing Nature's Crossing
- Employee Compensation
- Focus on current business development
- Capital Improvement Project funding
- Affordable housing
- Tying tax rate to inflation
- Fire Station

After a short presentation and exercise on the Keirsey Temperament Sorter, focus went to the Comprehensive Plan with a presentation by the Community Development Director.

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Unapproved Draft

After a fifteen-minute break, the meeting resumed at 11:00 a.m. with a presentation on how to build a municipal budget by the Assistant City Manager-Finance (attached). An overview of the Capital Improvement Project development as also reviewed.

The Economic Development Director made a presentation on Economic Development and Tourism that focused on Nature's Crossing Technology Park (attached).

After a brief lunch, the Human Resource Director made a presentation regarding the Compensation Review, current salary scales, an overview of the labor market, and compensation assessments moving forward (attached).

Council then discussed items they would like considered in the upcoming budget and a comparison to the items listed in previous retreats, including:

- Sheriff Department additional personnel and safety equipment
- Leggett Building stormwater issue
- Next phase of compensation
- West End Fire Station
- Registrar's Office
- Communications Manager for City and Schools
- Non-allowable street maintenance
- First Aid Crew funding
- Housing Commission
- Nature's Crossing Technology Park

A brief exercise was conducted that involved council members focusing on items noted, available funding, and the tax rate.

A general discussion at the conclusion of the retreat included the upcoming budget work session schedule and a possible street sweeper schedule made public in advance of the work performed.

The retreat concluded at 2:37 p.m.

Julia Bortle, MMC, Clerk of Council

Lana Williams, Mayor