

VIRGINIA:

At a recessed meeting of the Board of Supervisors of the County of Northampton, Virginia, held in the Board Chambers of the County Administration Building, 16404 Courthouse Road, Eastville, Virginia, on the 29th day of September, 2014, at 5:00 p.m.

Present:

Larry LeMond, Chairman

Richard L. Hubbard, Vice Chairman

Laurence J. Trala

Granville F. Hogg, Jr.

Oliver H. Bennett

The meeting was called to order by the Chairman.

The Northampton County Planning Commission and the Joint Industrial Development Authority of Northampton County and Towns were also present and in session.

(1) Presentation by Investment Consulting Associates, NA, LLC - *Northampton County Competitiveness Assessment*.

Mr. Chris Steele of Investment Consulting Associates discussed with the Board the recently completed *Northampton County Competitiveness Assessment*. The Executive Summary of this document is set forth below. The entire document is on file in the Office of the County Administrator.

## Executive Summary

Northampton faces significant challenges due to its remote location. While it is very close to the Metropolitan Area of Virginia Beach-Norfolk-Newport News, VA-NC (known as Hampton Roads), access to "Mainland" Virginia is a single point of entry on the expensive and 23 mile long Chesapeake Bay Bridge-Tunnel system.

Commuting into Hampton Roads for a job would take \$16 dollars a day, and close to an hour even with no traffic to get from the middle of the County into Norfolk. Each day would also realistically mean battling unknown traffic on the Chesapeake Bay Bridge-Tunnel system. Given our analysis, the Team does not expect a significant amount of the working population to make the daily commute into the Norfolk area. This means the residents are employed locally. Employment shows a significant change, with January and February being the most difficult two months with low expected retail and low agricultural employment. Northampton County has a very high percentage of renters to owners and, even with that, has a very high number of vacant housing units.

Data for industry and occupation specific employment and salaries was not available for Northampton County from traditional site selector resources. The analysis was forced to use data from the nearest Metropolitan Area of Virginia Beach-Norfolk-Newport News which sits adjacent to Northampton County. Additionally, state data was used for crime and quality of life. Northampton County should modify the website to include available and comparable data important to site selectors that is missing from more standard sources.

Industries that thrive in Northampton County are not the same as those that are successful in the Virginia Mainland. The Virginia state incentive target larger projects that Northampton can attract and the industry focus does not match well with the County's strengths. With agriculture being the primary exception, many of the incentives are for industries not generally present in the County. Northampton County should take advantage of its ability to modify sale tax and property tax rates, as allowed by Virginia state law, to encourage certain developments and industries. Northampton County should not adjust its industry targets to match the state but continue to work for appropriate industry targets within the current offered incentive programs. The County should also get the state to update the enterprise zone maps to include the current zones located in Northampton County.

The County should concentrate on workforce development, starting with K-12 education focus, through advanced adult education. This is made more difficult by the remote nature of the county. The closest Community College location is in Accomack County and the closest workforce training facility is in Hampton Roads. However, having a qualified workforce to fill available jobs is key, since the labor force pool in Northampton County is small.

One large local employer, the Riverside Shore Memorial Hospital is scheduled to move out of Northampton County and into Accomack County. This shift may only be 20 miles, but it does have significant impacts for revenue, employment levels, and 1 hour critical care windows in Northampton County.

Mr. Steele's powerpoint presentation is set out below:



## AGENDA

- Overview & Objectives
- Analysis & Findings
- Recommendations
  - Physical Visibility
  - Data Availability & Accessibility
  - Website
  - Labor & Workforce
  - Infrastructure
  - Targets
- Next Steps
- Questions and Ideas



## OVERVIEW & OBJECTIVES

- Comprehensive Economic Development Strategy (CEDS) completed in 2012.
- Identified as opportunities for growth and sustainability in the coming period:
  - Agriculture/food processing
  - Education/Research
  - Aerospace
  - Studio Businesses
  - Tourism
  - Retiree Services
  - Seafood/Aquaculture
- County requires a true, objective, and outside comparative assessment of the region's competitiveness generally, and across the sectors named above.
- Specify how the region fares on competitiveness against peers
- Identify what remedial actions – if any – must be made to achieve these goals.

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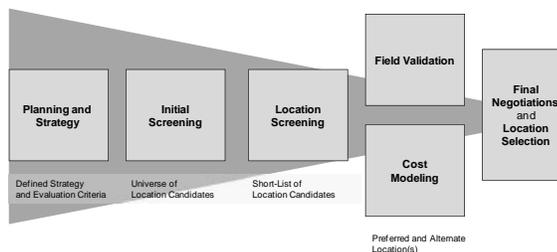
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## ANALYSIS & FINDINGS

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# REVERSE SITE SELECTION EXPLAINED

Companies making expansion/relocation decisions typically go through a step-wise business process. This process has been reversed to allow the model to show the best locations for certain industries.



- **Competitive Set:**
  - Northampton County, VA
  - Accomack County, VA
  - Isle of Wight County, VA
  - Chesterfield County, VA
  - Worcester County, MD
  - Harford County, MD
  - Sussex County, DE
  - Kent County, DE

# REVERSE SITE SELECTION

Advantage	Disadvantage
<b>Population and Demographics (7th place) – County – Declining working and general population.</b>	<ul style="list-style-type: none"> <li>Slight decline projected for general population</li> <li>Moderately strong decline projected for working age population</li> </ul>
<b>Household Statistics (8th place) – County – High renter occupied housing rate with low household incomes</b>	<ul style="list-style-type: none"> <li>Lowest median household income</li> <li>Lowest median disposable income</li> <li>2nd lowest median home value</li> <li>2nd highest renter-occupied rate</li> </ul>
<b>Labor Force Availability (6th place) – County – High unemployment</b>	<ul style="list-style-type: none"> <li>Higher pre-recession unemployment than most competitors – 2nd highest</li> <li>Higher 2012 unemployment than most competitors and nation – 2nd highest</li> <li>Significantly change in unemployment rate – 2nd highest</li> </ul>
<ul style="list-style-type: none"> <li><b>Moderately strong labor force growth from 2007-2012</b></li> </ul>	

## REVERSE SITE SELECTION

Advantage	Disadvantage
Industry Specific Employment– MSA – No data	<ul style="list-style-type: none"> <li>No data for Northampton County available from sources site selectors normally use for comparisons</li> </ul>
Occupation Specific Employment– MSA – No Data	<ul style="list-style-type: none"> <li>No data for Northampton County available from sources site selectors normally use for comparisons</li> </ul>
Occupation Specific Salaries– MSA – No Data	<ul style="list-style-type: none"> <li>No data for Northampton County available from sources site selectors normally use for comparisons</li> </ul>
Education –MSA– No Data	<ul style="list-style-type: none"> <li>No data for Northampton County available from sources site selectors normally use for comparisons</li> </ul>

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## REVERSE SITE SELECTION

Advantage	Disadvantage
Transportation and Market Access (6th place) –County–	Hard to reach from major population centers
	<ul style="list-style-type: none"> <li>Lowest population &amp; household density within 4 hours</li> <li>No interstate highway</li> </ul>
Tax Regime (1st place) – State – Tied with Delaware, excels in more categories	
<ul style="list-style-type: none"> <li>1st overall</li> <li>Best tax climate</li> <li>Lowest corporate income tax top bracket</li> <li>2nd lowest sales tax (among 3 states)</li> </ul>	<ul style="list-style-type: none"> <li>Highest property taxes as % of income</li> </ul>
Household Statistics (8th place) – County – High renter occupied housing rate with low household incomes	
	<ul style="list-style-type: none"> <li>No data for Northampton County available from sources site selectors normally use for comparisons</li> </ul>

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## ECONOMIC BASE

- Industries that thrive in Northampton County are not the same as those that are successful in the Virginia Mainland.

Industry	Northampton County, VA Employment	Northampton County, VA Percentage of Employment	Northampton County, VA LQ	Virginia Beach-Norfolk-Newport News, VA-NC MSA LQ	Virginia – Statewide LQ
Natural resources and mining	1,084	27.40%	15.3	ND	0.38
Leisure and hospitality	556	14.05%	1.12	1.2	0.99
NAICS 11 Agriculture, forestry, fishing and hunting	1,084	27.40%	25.57	0.17	0.39
NAICS 111 Crop production	721	18.23%	37.41	0.23	0.37
NAICS 112 Animal production and aquaculture	181	4.58%	21.67	0.06	0.5
NAICS 44-45 Retail trade					
NAICS 445 Food and beverage stores	158	3.99%	1.54	ND	0.94
NAICS 447 Gasoline stations	129	3.26%	4.28	1.28	1.28
NAICS 62 Health care and social assistance	931	23.53%	1.51	0.97	0.87
NAICS 624 Social assistance	148	3.74%	1.34	ND	0.85
NAICS 81 Other services, except public administration					
NAICS 813 Membership associations and organizations	52	1.31%	1.12	ND	1.31
NAICS 814 Private households	17	0.43%	1.8	ND	1.56

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## ECONOMIC BASE

- Also Note: Riverside Shore Memorial Hospital (Nassawadox) is scheduled to move to Accomack County.
  - Impacts for revenue, employment levels, and 1 hour critical care windows



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## LABOR AND WORKFORCE

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- Small current workforce coupled with commuting challenges drawing from other counties
- Data for industry and occupation specific employment and salaries was not available for Northampton County from traditional site selector resources.
- Workforce data is available *from the State* for the Eastern Shore. Not collected in this fashion from BLS.
  - **Note:** State data is available through link from County's website
- Closest Community College location is in Accomack County
- Closest workforce retraining facility is in Hampton Roads

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## TAXATION & INCENTIVES

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- Virginia's Corporate Tax Climate Score ranks 6th out of all the US states
- Corporate tax does not exceed 6% no matter how large or profitable a company may be.
- The Commonwealth also does not levy unitary tax on Virginia companies' worldwide profits.
- Virginia incentives target larger projects. Industry focus does not match well with the County's strengths.
  - No assistance for Agriculture

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## GENERAL

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- Lack of data relevant and specific to Northampton County.
  - Data had to be obtained for the nearby metro area of Hampton Roads - not representative of Northampton County.
- Finished construction on a broadband trunk line that reaches all towns within the County
  - Construction is underway in rural areas
- Plan to have water and wastewater resources expanded to establish shovel-ready commercial and industrial sites
- Workforce limited by access to remainder of Hampton Roads region:
  - Commuting \$18 dollars a day, and close to an hour (no traffic) from middle of the County into Norfolk (Note that there is a high-frequency commute rate)

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## RECOMMENDATIONS

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- Physical Visibility
- Data Availability & Accessibility
- Website
- Labor & Workforce
- Infrastructure
- Targets

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## RECOMMENDATIONS – DATA

- Data gap needs to be addressed before Northampton County will be seriously considered for a location decision
- Modify website to include available and comparable data important to site selectors currently missing from more standard sources, including workforce, labor, salaries, crime, education
- Changes are ongoing on the website – findings on following pages may no longer be completely accurate
- Nonetheless, the County should be aware that Site Selectors tend not to use locally sourced data as primary to their models

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## RECOMMENDATIONS – DATA

Data point	Currently accessible to site selector for Northampton County?	Source	Data to include (for years 2000, 2010, and 2012 where available)
Population and changes in population	Yes	US Census	Population and population change
Working age and labor force	Yes	US Census and BLS	Population between the age of 15-65, labor force
Unemployment	Yes	BLS	Annual unemployment rate
Housing unit growth	Not easily	American Community Survey (ACS)	Data on renter vs. owner occupied housing units, housing unit vacancy, Median home value, income and disposable income
Industry and occupation specific employment	Not for the county – MSA only	US Census	Show strengths and weaknesses
Location quotient	Yes	BLS	Show areas of greater than normal activity (over 1)
Occupation specific salaries	Not for the county – MSA only	BLS	Include high level occupations
Education	Not for the county – MSA only	ACS	High school completion rate and how many did not complete high school, higher education rates
Commute time to work	Not for the county – MSA only	US Census, ACS or Cities Ranked and Rated	On average, how long it takes a resident to commute to work
Tax regime	Not for the county – State wide only	Tax Foundation	Re-state the data from the Tax Foundation (business and personal taxes) and include any local taxes
Climate and Natural Hazard	Not for the county – MSA only	Cities ranked and rated or National Weather Service	# days precipitation per year, annual precipitation, annual snowfall, annual days with thunderstorms, tornado risk, hurricane risk
Crime and quality of life	Not for the county – MSA only	Cities Ranked and Rated, US census, ACS	Violent crime rate, property crime rate, cost of living, rate of physicians, rate of hospital beds

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## RECOMMENDATIONS – LABOR/WORKFORCE

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- The County should concentrate on workforce development, starting with K-12 education focus, through advanced adult education.
  - This is made difficult (but essential) by the remote nature of the county.
- Identify means to address employment seasonality
- Consider Federal loan forgiveness programs for individuals practicing in selected fields to attract key talent

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## RECOMMENDATIONS – INFRASTRUCTURE

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- Address data broadband access issues (underway) as well as mobile coverage
- Work with Chesapeake Bay Bridge-Tunnel Authority to consider further resident commuter toll rates for Chesapeake Bay Bridge-Tunnel system
- Promote visibility for current and potential rail service in the county
  - Current website has not been maintained
- Evaluate cost/benefit of deepening Cape Charles Federal Harbor and Natural Channel to allow deeper ships into port

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## RECOMMENDATIONS - TARGETS

- Northampton County should not adjust its industry targets to match the state but continue to work for appropriate industry targets within the current offered incentive programs.
  - Take advantage of its ability to modify sale tax and property tax rates
  - Work with state to update enterprise zone maps to include current zones *already* located in Northampton County
- Suggest more direct and stronger regional coordination with Accomack County
  - State’s workforce and employment data already accumulated at this level

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## RECOMMENDATIONS - TARGETS

Industry	Sub Industries and Details (Where Known)	Recommendations for Industry Growth
Agriculture and Aquaculture	<ul style="list-style-type: none"> <li>• Farming/Food Processing</li> <li>• Animal Farming/Processing</li> <li>• Aquaculture/seafood</li> <li>• Very high LQ and over 27% employment</li> </ul>	<ul style="list-style-type: none"> <li>• Consider encouraging greenhouse, hothouse farming, or hydroponic farming during colder weather</li> <li>• Connect farmers with energy incentives, particularly green energy incentives to heat hothouses/hydroponic setups</li> <li>• Partially or fully exempt sales tax on solar energy devices</li> <li>• Reduce real property taxes on energy efficient buildings</li> </ul>
Tourism	<ul style="list-style-type: none"> <li>• Chesapeake Bay Bridge-Tunnel</li> <li>• Eastern Shore Wildlife Area</li> <li>• High LQ in Leisure &amp; Hospitality and 14% employment</li> </ul>	<ul style="list-style-type: none"> <li>• Tourism info on website (see website suggestions)</li> <li>• Cross linking to other nearby tourist attractions</li> <li>• Market to locals for one-day-getaways</li> <li>• Market to summer and retired “snow bird” population</li> <li>• Promote eco-tourism options</li> </ul>
Manufacturing	<ul style="list-style-type: none"> <li>• Known to be an area of high employment but data is not available at the sub-NAICS code level</li> </ul>	<ul style="list-style-type: none"> <li>• Determine type of manufacturing activity happening within the County</li> <li>• Advertise the manufacturing sub-industries that are present</li> <li>• Advertise shovel ready sites and move-in ready sites</li> <li>• Target small volume high value manufacturing , specifically in the clean energy field to take advantage of Virginia incentives</li> </ul>

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## RECOMMENDATIONS - TARGETS

Industry	Sub Industries and Details (Where Known)	Recommendations for Industry Growth
Retail Trade	<ul style="list-style-type: none"> <li>Known to be an area of high employment but data is not available at the sub-NAICS code level</li> <li>Also includes high occurrence of gas station employment as identified by LQ</li> <li>Elevated LQ for food and beverage stores</li> </ul>	<ul style="list-style-type: none"> <li>Unemployment increase in January is likely due to the retail industry</li> <li>Employ seasonal agricultural workers in stores for the holiday rush</li> <li>Consider creating a tourism outlet area similar to North Conway, NH or Kittery, ME</li> </ul>
Healthcare and Social Assistance	<ul style="list-style-type: none"> <li>Large hospital may be closing</li> <li>Identified through high LQ and almost 25% of area employment</li> </ul>	<ul style="list-style-type: none"> <li>Particular attention should be paid to this sector as we have received word that the County's large hospital will be moving</li> <li>Work to keep businesses that support and support/locate near the hospital (especially the nursing home)</li> <li>Monitor access to healthcare and death rates due to long travel times to the nearest medical facility</li> </ul>
Food Services	<ul style="list-style-type: none"> <li>Over 7% employment in food services and drinking establishments</li> </ul>	<ul style="list-style-type: none"> <li>Supports tourism industry</li> <li>Encourage tourism, and the food service industry will follow</li> </ul>

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NORTHAMPTON COUNTY, VA

SEPTEMBER 29, 2014

Additional Questions and Ideas?



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Chairman LeMond referenced tourism-related efforts such as an increase in signage and work on the website. Mr. Bennett asked about what types of manufacturing did the consultant see being available in Northampton County, noting that not all citizens work in the agriculture and aquaculture industries. Mr. Steele indicated that he could see small scale (25 employees) manufacturing interests locate in the County. Mr. Hogg asked what things can the County do to “register” us on the state lists; i.e., how do we get noticed? Mr. Steele suggested posting of pertinent available data on the website to enable site selectors to find it more easily, the creation of missing data such as local salary surveys, and to do out-reach to said selectors. He also urged the Board to make sure that the state’s economic development offices are aware of Northampton County and its assets, calling the state “the best endowed partner we have in terms of marketing.”

Mr. Hogg then referenced the fact that zoning is not a major concern within the report and Mr. Steele replied that zoning concerns are lumped into the “other regulations” section.

Members of the Joint IDA posed various questions to the consultant including conducting familiarization tours of the County; is quality of education among the factors sought by the site selectors, and the broadband capacity of the County. IDA Chairman Bill Parr said that it was a good report but that there were gaps to fill. Mr. Steele confirmed that typically, economic development authorities perform most of this type of marketing work.

Members of the Planning Commission asked several questions including what other rural localities have been successful; how can be piggy-back on Wallops’ success; and whether there was a formal association of site selectors.

In response to a question from Supervisor Hubbard, Mr. Steele indicated that many clients are running behind due to the recession and have capital ready to spend; a fully-prepared

site, with water and sewer infrastructure, would make Northampton more attractive to them.

In response to a question from Mr. Trala about the “not business friendly” perception of Northampton County, the consultant said that an active outreach is the first way to counteract that perception and urged the Board to be able to act quickly and decisively when an opportunity presents itself.

(2) Presentation by DJG Architects – NMS Renovation Project

Mr. Donald Booth and Mr. John Ozmore of DJG Architects discussed with the Board the Northampton Middle School Renovation Project. The conversation focused on identification and prioritization of county needs and whether they could be met through a utilization of the middle school property or other means.

Mr. Hubbard said that he felt that the Extension Service, records archival space, Parks & Recreation, and EMS were the “required” functions. The County Administrator reminded the Board that the report from Mr. Ken Cook addressed capacity personnel and equipment/vehicle issues of the EMS function.

In response to a question from Mr. Hogg, Mr. Booth indicated that a program evaluation has been conducted but said analysis did not include other available County properties. He said that as part of an overall master plan, the current available funding could be considered as Phase I with other functions being addressed as additional funding became available.

Mr. Bennett stated that he would like to see something remain on the property that represents the County and all of its population.

Mr. Hubbard said that he would like to see the Board retain the gymnasium space for the Parks & Recreation operations and Mr. Booth noted that the gym seems to be in reasonable condition while other portions of the building would require more rehabilitation. There is the

ability to segment the building.

Mr. Trala said that he would like to see better utilization of the NMS building but thought that the EMS function should not be in this location.

In response to a question from Mr. Hogg, Mr. Booth said that the existing HVAC system is at the end of its lifespan and plans called for the EMS portion of the building to utilize its own system in order to allow more efficient zoned coverage for the various functions.

The Chairman stated that he did not feel like spending \$3 - \$4 million in an old building when you consider the need for a middle school/high school campus in the future.

Following much conversation, it was the consensus of the Board that an EMS garage be classified as its top priority, with an estimated construction cost of \$300,000 - \$450,000 (2,000 sq. ft. – three-bay).

With regard to other properties that the County owns, the County Administrator reminded the Board that during the time of the County Administration Renovation Project in 2010, cost estimates were received for re-use of the 1914 and 1899 old jail buildings. Renovation of the 1914 building for archival and some office space, a 3600 sq. ft. project, were estimated to e \$725,000 with an additional \$100,000 if an elevator was needed. To correct the interior floor level spacing, it was estimated to cost \$850,000.

The County Administrator also noted that six offices are contained within the new Department of Social Services. Use of this space would require a conversation between the Social Services Board and the Board of Supervisors.

With regard to the block of buildings across the street from the Court Green, the County Administrator indicated that significant costs would be incurred for renovation of this space.

Mr. Booth indicated that there is no imminent danger of collapse at the middle school

building but the longer you wait, the renovation costs will continue to rise as well as an increase the mold and mildew currently invading the premises. The County Administrator reminded the Board that several ongoing improvement and maintenance items, such as IT issues with Extension Service and repairs to the gym floor, have been delayed pending the Board’s decision.

The Chairman reiterated his position that the Board needs to move forward with a new EMS garage and keep the existing functions in place for now. Mr. Bennett, Mr. Hubbard and Mr. Trala agreed, with Mr. Hubbard stating that he would encourage working with USDA to see if the removal of the EMS component would still be allowed in the community facility scenario. Mr. Booth and County staff were asked to compile repairs costs for the gymnasium.

Tabled Items:

- (3) Requests from Sheriff Doughty for use of FY 14 fine revenue

Motion was made by Mr. Trala, seconded by Mr. Hubbard, that this matter be taken off the table. All members were present and voted “yes.” The motion was unanimously passed.

A table illustrating the Sheriff’s requests for use of FY 14 fine revenue is shown below:

<b>DESCRIPTION</b>	<b>AMOUNT</b>
Base Revenue for the County General Fund (based on historic trends as of 7/1/2012)	\$117,000.00
Increase to Base Revenue to offset the increases provided from the excess of FY12 fine funds	\$11,572.00
Increase to Base Revenue to offset the increases provided from the excess of FY13 funds	\$19,725.85
Increase in Base Revenue to Balance County Budget for FY14	\$ 26,165.84
<b>NEW BASE REVENUE FOR THE COUNTY</b>	<b>\$174,463.69</b>
Cost of Traffic Enforcement Officer for FY2014 - Chris Forbes	\$35,667.65
Cost of Traffic Enforcement Officer for FY2014 - Carlos Moyano	\$50,470.36

Cost of Traffic Enforcement Officer for FY2014 - Jerry Brady	\$46,647.30
<b>TOTAL PERSONNEL COSTS OF 3 TRAFFIC ENFORCEMENT</b>	<b>\$132,785.31</b>
TOTAL REVENUE THAT NEEDS TO BE GENERATED TO COVER THESE COSTS	\$307,249.00

ACTUAL REVENUE RECEIVED THRU 6/30/2014	\$488,632.88
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<b>EXCESS AMOUNT **</b>	<b>\$181,383.88</b>
Item #1 - Payout of Accrued Overtime Hours from December 20, 2013 - June 30, 2014)	\$(15,190.68)
Item #2 - Pay Increase for K. Quanbeck	\$(3,316.33)
Item #3 - 2% Bonus for Sheriff, ACO, and Jail Personnel	\$(69,529.19)
Item #4 - Purchase Vehicle	\$(38,045.00)
Item #5 - Purchase Rifle Scopes	\$(13,455.00)
Item #6 - Laser Radar Unit	\$(2,569.00)
Item #7 - New Part-Time Position tasked with investigating unsolved murders	\$(30,354.06)
REMAINING EXCESS	\$(8,924.62)

\*\* This is excess only to the amount budgeted for this revenue source. **The General Fund will not balance for FY14 if these funds are appropriated** as requested by Sheriff Doughty. There were shortfalls in other General Fund revenue streams that have now been certified as we are closing FY2014 and need to be offset by the revenue streams that exceeded our original estimates.

ITEM #	DESCRIPTION	OT PAY	Tax Impact on OT PAY	TOTAL
1	Payout of Accrued Overtime from 12/20/13 - 6/30/2014	\$ 14,000.63	\$ 1,190.05	\$15,190.68

		Pay Increase Value	Tax Impact on Pay Increase	VRS & GLIP Impact on Pay Increase	TOTAL OF PAY INCREASE
<b>2</b>	<b>9% Pay Increase for Kimberly Quanbeck</b>	\$	\$	\$	\$
	Pay Increase	2,782.63	228.73	304.98	<b>3,316.33</b>

	2% BONUS for all Staff	2% BONUS	Tax Impact on BONUS	TOTAL
	Sheriff	\$	\$	\$
	Salary	2,954.51	242.86	3,197.37
	Hourly	22,594.56	1,857.27	\$24,451.83
	<b>TOTAL SHERIFF</b>	<b>25,549.07</b>	<b>2,100.13</b>	<b>\$27,649.20</b>
	Animal Control	\$	\$	\$
	Salary	-	-	-
	Hourly	1,414.25	116.25	1,530.50
	<b>TOTAL ANIMAL CONTROL</b>	<b>1,414.25</b>	<b>116.25</b>	<b>1,530.50</b>
	Jail	\$	\$	\$
	Salary	3,307.37	271.87	3,579.24
	Hourly	33,218.91	2,823.61	\$36,042.52
	Quanbeck Calc of Bonus Based on Pay Increase	672.45	55.28	727.73
	<b>TOTAL JAIL</b>	<b>37,198.73</b>	<b>3,150.75</b>	<b>\$40,349.48</b>
	<b>GRAND TOTAL</b>	<b>64,162.05</b>	<b>5,367.13</b>	<b>\$69,529.19</b>

	PURCHASE OF CAR THAT WAS REQUESTED IN THE FY15 BUDGET	VEHICLE ONLY	OUTFITTED	TOTAL
<b>4</b>		\$	\$	
		26,345.00	11,700.00	<b>\$38,045.00</b>

5	<b>PURCHASE RIFLE SIGHTS</b>	\$ 13,455.00
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6	<b>PURCHASE ONE LASER RADAR UNIT</b>	\$ 2,569.00
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7	<b>New Part-Time Position tasked with investigating unsolved murders (35 hours/week at \$20 per hour &amp; issuance of cell phone)</b>	<b>\$30,354.06</b>
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Sheriff Doughty was recognized and answered questions from the Board members. He said that he understood the Board's need to close FY 14 with a balanced budget and offered a compromise request including a reduction in line item #7 (a 32 hr/week @ approx. \$24,286); keeping the vehicle purchase within FY 15; funding the radar unit and rifle sights through other revenue streams and including the overtime payout (line item #1) in FY 15. This new total of requests would equate to approximately \$97,101.

Mr. Bennett asked if cameras could be purchased with some of the fine revenue for areas of the County that may not have access to routine law enforcement. The Sheriff indicated that that was a possibility.

Mr. Hogg said that he would consider portions of some of the aforesaid requests, such as 24-hour/week part-time service (line item #7).

Mrs. Nunez, the County Administrator, said that the FY 14 budget close-out was very tight, currently within ± \$10,000 from being balanced. Board approval of the above items will cause the budget to be further out-of-balance and if approved, she and the Finance Director will be requesting the Board to approve a transfer from Undesignated Fund Balance in order to close

out FY 14.

With specific emphasis on the 2% bonus for the Sheriff, Jail and Animal Control staff, the County Administrator stressed to the Board that the morale issue crosses all departments and will not go away, especially in light of only select individuals being provided bonuses.

Mr. Hubbard suggested another compromise: funding \$95,000 of the requests from the FY 14 excess fine revenue (includes a 28-hour part-time service [line item 7]). Motion was so made by Mr. Hubbard and seconded by Mr. Trala. Mr. Hubbard, Mr. Trala, Mr. Bennett and Mr. LeMond voted “yes”; Mr. Hogg voted “no.” The motion was passed.

Recess

Motion was made by Mr. Bennett, seconded by Mr. Trala, that the meeting be recessed until 5:00 p.m., Wednesday, October 1, 2014 in the Board Room of the County Administration Building, 16404 Courthouse Road, Eastville, Virginia, to conduct a joint meeting with the Northampton County School Board and Davenport & Co., the County’s financial advisors.. All members were present and voted “yes.” The motion was unanimously passed.

The meeting was recessed.

\_\_\_\_\_CHAIRMAN

\_\_\_\_\_ COUNTY ADMINISTRATOR