

// A regular meeting of the Council of the City of Lynchburg was held on the 27th day of June, 2017, at 4:00 P.M. in the Council Chamber, City Hall, Treney Tweedy, Vice President, presiding. The following Members were present:

Present: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder 6

Absent: Foster 1

// Vice Mayor Tweedy presented a Certificate of Recognition to Superintendent of Lynchburg City Schools Dr. Scott Brabrand on the occasion of his resignation to become the Superintendent of Schools in Fairfax County.

// Chief Raul Diaz presented the Lynchburg Police Officer Retention Plan. The Lynchburg Police Department's (LPD) recommendation is to adjust salaries for the ranks of Police Officer II, Police Officer III, Sergeant and Lieutenant. Chief Diaz stated that the Officer Retention Plan is a priority.

Turnover:

- LPD has lost 271 officers since 2002
- 167 voluntary resignations
- Equates to losing 17.5 officers per year for 15.5 years (10.8 voluntary resignations per year)
- LPD has lost 53 officers since January 1, 2015 – 30.4% of workforce
- The Department of Justice's Bureau of Justice Statistics indicates a 7.0% yearly turnover rate for similar sized law enforcement agencies based on the most recent 2012 study
- From a financial perspective and an experience perspective, the cost of this turnover is staggering
- Staffing levels remain far below the authorized 174 sworn officers
- Relative inexperience at all ranks
- Always in "training mode"
- Lose valuable relationships within the community whenever we lose an officer

Chief Diaz explained the many challenges that face the LPD:

- Department facilities do not create an atmosphere conducive for work (very poor conditions)
- Officers, and other city employees, living below poverty line
- Lost 69 officers to other regional departments since 2002 due to regional agencies offering competitive salary/benefit packages
- Young people entering workforce are quick to move around – we must give them a reason to stay
- Essentially training officers for other agencies

Actions Taken to Address:

- New LPD building has been approved (3-5 year project)
- LPD has implemented employment contracts for new hires starting in July 2017 (3 years - \$10,000)
- Department has secured a modest clothing allowance for detectives and a boot allowance for patrol officers in the FY 2018 budget

Chief Diaz went on to say the proposed interim retention strategy will target pay adjustment to address pay issues/compression at the PO II, PO III, Sergeant, and Lieutenant levels. The LPD can make these pay adjustments utilizing FY 2017 carry forward funding and FY 2018 managed vacancy funding totaling \$398,900, which will be no additional costs to the City for FY 2018. This helps to address stagnated pay levels and compression now. The three-year phase plan addressed market disparities in the following City departments.

- Public Works
- Human Services
- Parks and Recreation

The LPD is requesting that City Council approve carryforward funding to address retention issues. Other potential recruitment and retention actions are:

- The assignment of take-home vehicles for personnel living within the City limits
- Pay off a maximum of \$5,000 in student loan debt for any officer who stays an additional 5 years with the LPD
- Consider increasing Virginia Retirement System (VRS) multiplier from 1.70 to 1.85 – currently 80 jurisdictions have adopted the 1.85 multiplier, including 16 in our region

// City Assessor Jeff Bandy provided a report on the Real Estate Rehabilitation Program. Mr. Bandy stated that during City Council's FY 2018 budget deliberations, staff was asked to revisit the Real Estate Rehabilitation Program. Over the course of several meetings with a team consisting of representatives from the City Assessor's Office, Economic Development, Community Development and the City Manager's Office, the following changes were recommended:

- Staff recommends that the Residential Rehabilitation period should be changed from 15 years to 10 years. The program had been successful with a ten year exemption previously, and City Council has expressed desire to shorten the exemption period to 10 years.
- Multi-family (5+ units) properties should be reclassified from residential to commercial. City Council has expressed concern regarding multi-family properties having a 15 year exemption under the current rehabilitation code. The consensus from the team was that multi-family (5 + units) is a commercial use.
- Commercial, Multi-Family, Industrial exemption period(s) should be changed from 5 years to 10 years. The City Assessor made the case for there being significantly more risk for commercial properties due to the typically larger scale of work/repairs and capital needed along with the uncertainty of market demand for the product.
- Building additions for all uses should be limited to 15% of existing area. The current Rehabilitation Program allows additions to count towards the change in base values.

Mr. Bandy went on to say that the Staff recommends establishing a graduated phase-out of exemptions of 25% per year for the last 3 years. This feature has two functions: 1) the City will receive funds sooner and 2) the phase-in prepares owners to budget for when the exemption ends. Staff recommends the establishment of a Revitalization Zone that allows replacement of existing functionally obsolete buildings.

The team felt that the area delineated by the map requires additional incentives over and above the typical rehabilitation project due to the obsolete designs of older buildings and derelict conditions of some structures rendering them to provide little contributing value if renovated. Mr. Bandy stated the City Real Estate Rehabilitation Code was adopted in January 1983 with the most recent changes made in May 2008. Changes have been made to the Code as City Council has deemed necessary to address prevailing economic climate changes over time. These applicants/participants are proposed to be grandfathered based on Real Estate Rehabilitation Exemption Code at time of final application. Long term, real estate taxes for new applicants to the program will be received sooner than that current program. This is due to proposed years of exemption changes and graduated phase-in for the final three (3) years of the program. Mr. Bandy further stated that Staff recommends revising the Real Estate Rehabilitation Program (Sec. 36-177 and Sec. 36-177.1). Following discussion, staff was asked to bring revisions back to City Council for approval together with a communications plan that makes the community aware of the Real Estate Rehabilitation Program.

// During roll call Council Member Perrow mentioned two items; 1) Greater Lynchburg Transit Company (GLTC) will have a ribbon cutting on Wednesday, June 28, 2017; 2) Announced that on June 30, 2017 Water and Wastewater Utilities will celebrate the Virginia Water and Waste Operation Treatment Day and wanted to thank the Water Utilities employees for the great job they are doing in having clean water 365 days of the year.

// Vice Mayor Tweedy mentioned two concerns, one regarding leaves filling into a drain and the cutting of grass, she would give the addresses to Staff to follow up on.

// City Council recessed the meeting at 5:30 p.m.

// City Council reconvened the meeting at 7:30 p.m.

The following Members were present:

Present: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder

6

Absent: Foster

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Council Member Perrow gave the Invocation, followed by the Pledge of Allegiance.

// Vice Mayor Tweedy presented a Certificate of Recognition to Steve Smallshaw for receiving an Award from the National Association of Government Communications (NAGC) for his documentary on the Academy Center of the Arts.

// Vice Mayor Tweedy presented a Certificate of Recognition for the 50th Anniversary of the National Historic Preservation Act of 1966. Mr. Chris McSwain, Chair of the Historic Preservation Commission received the award.

// Vice Mayor Tweedy and Council Member Helgeson presented Certificates of Recognition to Liberty Christian Academy Boys State Baseball Champions.

// Council Member Perrow asked that Agenda Item #4 be pulled from the Consent Agenda and voted on separately. Council Member Perrow asked the Clerk of Council when would the minutes for April and May be submitted to Council. The Clerk of Council responded that all minutes will be presented at the July 11, 2017 meeting. Copies of the minutes of the April 18, 2017 meeting, having been previously furnished Council; reading was dispensed with, and on motion of Council Member Perrow, seconded by Council Member Nelson, Council by the following recorded vote approved the minutes as presented:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder	6
Noes:	0
Absent: Foster	1

// In the matter of Parks and Recreation, Council Report #5 was considered adopting Resolution #R-17-058 to amend the FY 2017 General Fund Parks and Recreation Fees budget and appropriate \$12,000 with resources from a grant from the USDA FINI (Food Insecurity Nutrition Incentive) program to be administered by LEAP (Local Environmental Agricultural Project, Inc.) through Wholesome Wave to fund SNAP (Supplemental Nutrition Assistance Program) fruit and vegetable match incentives at the Lynchburg Community Market laid over from the June 13, 2017 meeting, was again presented and read, and on motion of Council Member Perrow, seconded by Council Member Nelson, Council by the following recorded vote adopted Resolution:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder	6
Noes:	0
Absent: Foster	1

// In the matter of City Council, City Council Report #6 was considered. On motion of Council Member Perrow, seconded by Council Member Nelson, Council by the following recorded vote approved canceling the City Council meetings and work sessions on July 25, August 22 and December 26, 2017:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder	6
Noes:	0
Absent: Foster	1

// In the matter of Water Resources, City Council Report #7 was considered to amend the FY 2017 Water Capital Projects Fund budget and appropriate \$241,043 with resources from Liberty University to reimburse construction costs associated with Liberty University Indoor Track and Aquatic Complex Waterline – Phase 2. Council Member Helgeson, Chair of the Finance Committee (FC) stated that this matter came before the FC which recommended approval. This motion does not require a second. Council by the following recorded vote introduced and laid over to a later meeting for final action Resolution #R-17-059, as presented, to reimburse construction costs with resources from Liberty University associated with Liberty University Indoor Track and Aquatic Complex Waterline – Phase 2:

June 27, 2017

099

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder

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Noes:

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Absent: Foster

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// In the matter of City Code/Public Works, City Council Report #8 was considered. Council Member Perrow, Chair of the Physical Development Committee (PDC) stated that this matter came before the PDC which recommended approval. This motion does not require a second. Council by the following recorded vote adopted Ordinance #0-17-060, as presented, to amend and reenact the Code of the City of Lynchburg, relating to the location of micro-wireless facilities and small cell facilities within the public rights-of-way or on City owned property:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder

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Noes:

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Absent: Foster

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// On motion of Council Member Wilder, seconded by Council Member Dolan, Council by the following recorded vote elected to hold a closed meeting to consider appointments to Council-appointed Boards and Commissions, i.e., Youth Services Citizens Board, City Employees Appeal Board, Central Virginia Community College Board, Dr. Martin Luther King, Jr. / Lynchburg Community Council, Economic Development Authority Board, Museum Advisory Board, Historic Preservation Commission, Equalization Board and Zoning Appeals Board:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder

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Noes:

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Absent: Foster

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// The meeting was re-opened to the public.

// Council Member Wilder made the following motion:

WHEREAS, the Council of the City of Lynchburg has convened a closed meeting on this date, pursuant to an affirmative recorded vote and in accordance with the provisions of The Virginia Freedom of Information Act; and

WHEREAS, Section 2.2-3712 of the Code of Virginia requires a certification by City Council that such closed meeting was conducted in conformity with Virginia law;

NOW, THEREFORE, BE IT RESOLVED that the Council of the City of Lynchburg certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed or considered by Council.

The Motion was seconded by Council Member Dolan, and Council by the following recorded vote adopted the motion:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder	6
Noes:	0
Absent: Foster	1

// In the matter of Appointments, and on nomination of Council Member Helgeson, seconded by Council Member Perrow, Council by the following recorded vote re-appointed Matthew K. Forbes to serve on the Youth Services Citizens Board for a term to expire June 30, 2020:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder	6
Noes:	0
Absent: Foster	1

On nomination of Council Member Helgeson, seconded by Council Member Perrow, Council by the following recorded vote appointed Megan Wood to serve on the Youth Services Citizens Board for a term to expire June 30, 2020:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder	6
Noes:	0
Absent: Foster	1

On nomination of Council Member Helgeson, seconded by Council Member Perrow, Council by the following recorded vote re-appointed Myles A. Jackson to serve on the City Employee Appeal Board for a term to expire June 30, 2020:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder	6
Noes:	0
Absent: Foster	1

On nomination of Council Member Helgeson, seconded by Council Member Perrow, Council by the following recorded vote re-appointed Steven Troxel, to serve on the Central Virginia Community College Board for a term to expire June 30, 2021:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder	6
Noes:	0
Absent: Foster	1

On nomination of Council Member Helgeson, seconded by Council Member Perrow, Council by the following recorded vote re-appointed Louise E. Mitchell to serve on the Economic Development Authority with a term expiration date of June 30, 2021:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder	6
Noes:	0
Absent: Foster	1

On nomination of Council Member Helgeson, seconded by Council Member Perrow, Council by the following recorded vote re-appointed Charlotte Fischer, Patricia Meyer and Marvin E. Tinsley, to serve on the Museum Advisory Board with terms expiring June 30, 2020:

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Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder

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Noes:

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Absent: Foster

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On nomination of Council Member Helgeson, seconded by Council Member Perrow, Council by the following recorded vote appointed Robert D. Bradley, Rophenia L. Crawley and Langhorne L. McCarthy to serve on the Museum Advisory Board for terms expiring June 30, 2020:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder

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Noes:

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Absent: Foster

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On nomination of Council Member Helgeson, seconded by Council Member Perrow, Council by the following recorded vote re-appointed Christopher McSwain to serve on the Historic Preservation Commission for a term to expire June 30, 2020:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder

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Noes:

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Absent: Foster

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On nomination of Council Member Helgeson, seconded by Council Member Perrow, Council by the following recorded vote appointed Renee Tinsley to serve on the Dr. Martin Luther King, Jr./Lynchburg Community Council for a term to expire June 30, 2020:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder

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Noes:

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Absent: Foster

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On nomination of Council Member Helgeson, seconded by Council Member Perrow, Council by the following recorded vote re-appointed Richard T. Mosby, Norman K. Moon, Jr., and J. P. Vaughan, Jr. to serve on the Equalization Board for terms to expire June 30, 2018:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder

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Noes:

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Absent: Foster

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On nomination of Council Member Helgeson, seconded by Council Member Perrow, Council by the following recorded vote re-appointed Dennis W. Melancon to serve on the Zoning Appeals Board for a term to expire June 30, 2022:

Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder

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Noes:

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Absent: Foster

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On nomination of Council Member Helgeson, seconded by Council Member Perrow, Council by the following recorded vote appointed Donald H. Doeblor and William K. Flint to serve on the Zoning Appeals Board for terms to expire June 30, 2022:

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Ayes: Dolan, Helgeson, Nelson, Perrow, Tweedy, Wilder

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Noes:

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Absent: Foster

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// The meeting was adjourned at 8:40 P.M.

Clerk of Council