

At a work session of the Board of Supervisors of the County of Warren held in the Warren County Government Center on October 3, 2017 at or about 10:44 AM.

Present: Linda P. Glavis, Chair (South River District); Tony F. Carter, Vice-Chair (Happy Creek District); Archie A. Fox (Fork District); Daniel J. Murray, Jr. (North River District); and Thomas H. Sayre (Shenandoah District); also Douglas P. Stanley, County Administrator; Dan N. Whitten, County Attorney; Sheriff Daniel T. McEathron; Major Michael Arnold; André T. Fletcher, Finance Director; Taryn G. Logan, Planning Director; David C. Beahm, Building Official; Alex Bridges, Northern Virginia Daily; Roger Bianchini, Royal Examiner and The River; and Josh Gully, Warren Sentinel

Absent: None

### **Discussion – Sheriff’s Office Career Development Program – Sheriff Daniel McEathron**

Sheriff Daniel McEathron reported that over the past two years, the Sheriff’s Office has lost a total of fifteen (15) people, not including retirements, which translates to sixty years of combined experience lost to surrounding localities. Most other neighboring jurisdictions, including the Town of Front Royal, have some sort of career development program in place, which helps with deputy retention.

He stated that the proposed Career Development Program is an amalgamation of key features from several surrounding localities tailored to the specific needs of the Warren County Sheriff’s Office. Sheriff McEathron indicated that he did not believe in higher pay for the individual who has a certificate but rather for the individual who maintains and applies the certificate. He spoke again about the experience the Sheriff’s Office has lost over the past two years due to Majors and Lieutenants leaving to become Chiefs of Police and Majors in other localities. He also stated that on a patrol level, there are only four (4) years of average experience among the twenty-two (22) Deputies of the Sheriff’s Office. He noted that the starting salary is competitive, which draws potential recruits in, but the lack of increase in the salary makes retention difficult.

Sheriff McEathron reported that in the presentation packet presented to the Board, the Sheriff’s Office has identified funds for the program from January through July 2018 from last year’s budget. He further reported that the proposed Career Development Program covers all branches of the Sheriff’s Office, including Communications, Administration, Patrol, and Investigations.

Mr. Fox asked by what percentage the implementation of this program would increase the budget of the Sheriff’s Office. Sheriff McEathron replied that approximately \$70,000 has been identified to pay for the program from January through July 2018. He estimated that, conservatively, it would cost between \$140,000 and \$160,000 to implement the program for one full year.

Mr. Murray commented that Warren County has become a training ground for Sheriff's deputies who then go elsewhere to seek higher pay, and Mr. Stanley further commented that this is not localized to the Sheriff's Office but is rather a County-wide problem experienced in many departments. Mr. Stanley also noted that if this program becomes a top priority of the Board and the Sheriff's Office, the funds would need to be found in the existing Sheriff's Office budget due to the Board insisting on no tax rate increase for FY 2018-2019 identified in the budget process.

At this time, Sheriff McEathron made an impassioned plea to the Board to support the career development of Sheriff's Office personnel to help with retention. Mr. Murray responded by stating that the budgets for some agencies that come to the County for support would need to be reviewed thoroughly during the next budget season for cost savings because law enforcement and public safety needed to be supported, and Mrs. Glavis concurred.

Mr. Stanley and Sheriff McEathron noted that the Town of Front Royal, Frederick County, Fauquier County, and Clarke County all have similar career programs for their respective law enforcement offices.

Jodi Saffelle, Human Resources Director, inquired as to how this would affect the current job descriptions and classification system prepared by Springsted (Deputy I, Deputy II, etc.). Sheriff McEathron replied that he did not know where this program would fit in with the Springsted salary plan and stated that this program was a completely different mechanism.

The consensus of the Board was to obtain more information regarding the programs from the above-listed localities to see how it would compare to the proposed Career Development Program.

### **Discussion – Proposed Bylaw Changes for the Economic Development Authority – Greg Drescher**

Mr. Drescher reported that he had come before the Board at its last work session of September 5, 2017 to receive input on the proposed changes to the bylaws of the Economic Development Authority (EDA). He had returned to hear any feedback Board members might have on the proposed changes or any other additions or deletions they wish to suggest to the EDA.

Mr. Murray asked why the official name was still “Front Royal-Warren County Industrial Development Authority” when the Town of Front Royal had ceased paying its stipend and asked if it could be changed. Jennifer McDonald, Executive Director of the EDA replied that it would be needed to be changed through the State level. Mr. Carter noted that the “Front Royal” name was unique to the local area and helped set the community apart as there are a number of counties named “Warren” throughout the country.

Mr. Whitten reported the only change made since these bylaws originally came before the Board was in Article IV, Section 3 to include a change in the State code that recently came into effect. It was the consensus of the Board that they were in agreement with the proposed bylaw changes.

### **Discussion – Town/County Liaison Committee Agenda Items – Doug Stanley**

Mr. Fox asked if the County could receive an update on the Main Street Extension project, and Ms. McDonald replied that the EDA is waiting on the Town to approve the final design of the extension, which has been changed four times. Mr. Stanley mentioned that the Town received Industrial Access funding through VDOT in the amount of \$600,000, and IT Federal has committed to matching the required \$150,000.

### **Adjournment**

Mrs. Glavis adjourned the meeting at 11:15 AM.