



**Central Virginia Planning
District Commission**

828 Main Street, 12th Floor
Lynchburg, VA 24504

**October 21, 2021
5:00 pm**

Members Present:

Wynter Benda, City of Lynchburg
Sara Carter, Amherst Town
Megan Lucas, Lynchburg Regional Business Alliance
Dean Rodgers, Amherst County
Frank Rogers, Campbell County
Gary Shanaberger, Appomattox Town
John Spencer, Appomattox County, proxy for Susan Adams
Mayor Dwayne Tuggle, Amherst Town

Staff Present

Gary Christie
Kelly Hitchcock, via zoom
Rosalie Majerus

Welcome

Mayor Dwayne Tuggle, PDC Vice Chair, called the meeting to order and explained that Chair Treney Tweedy has a work commitment that prevented her from attending. Mayor Tuggle welcomed John Spenser of Appomattox County, proxy for Susan Adams.

Consideration of requests to participate in the meeting electronically

There were no requests from Commission members.

Minutes of September 16, 2021

Upon a motion by Dean Rodgers, seconded by Sara Carter, the minutes of the September 16, 2021 meeting were unanimously approved as presented.

Financial Report through September 30, 2021

CVPDC Deputy Director Rosalie Majerus reviewed the year-to-date financial report with the Commission noting no unusual revenues or expenditures through September 30. Rosalie did point out that CAER has

repaid the 2009 loan of \$30,000 and that billing for VDOT and VDRPT programs have been done which will be reflected in October's report.

Budget amendment for Virginia Housing project and Rush Homes

Upon a motion by Frank Rogers, seconded by Gary Shanaberger, the Commission unanimously approved an amendment to the 2021-2022 PDC budget as follows:

Revenues: Virginia Housing	\$458,000
Expenditures: Rush Homes	\$450,000

Dues for 2022-2023

At the September meeting, staff requested a \$0.03 dues increase for Cities and Counties and a proportional increase for Towns.

Upon a motion by Frank Rogers, seconded by Wynter Benda, the Commission unanimously tabled the request until the January meeting.

Legislative Priorities for 2022

PDC Executive Director Gary Christie reminded the Commission to identify those priorities that should be incorporated in the 2022 legislative priority list. Christie encouraged the Commission to keep the list to a few bullet points.

Commission members noted that they were working with their Councils/Boards now. Frank Rogers pointed out that an issue for Campbell County is time spent by law enforcement providing escort and security for mental health patient/referrals related to Emergency Custody Orders (ECO) and Temporary Detention Orders (TDO).

Dean Rodgers noted that VACo will be supporting a state created "Closure Board" like a Base Realignment and Closure committee for a variety of state properties.

Wynter Benda asked who takes the lists to the legislators. Since lists are often duplicated, Wynter suggested we pare down the list to the impactful items. There was general agreement that a one-pager with bullet points was most effective.

Lynchburg and Appomattox Town will be asking for charter changes related to election cycles.

Dean Rodgers noted that Amherst County does not produce a legislative priority list. He would support including financial support to reuse the Central Virginia Training Center site.

Frank Rogers reviewed the discussion

- CVTC redevelopment funding
- Revise processes and responsibilities for Emergency Custody Orders and Temporary Detention Orders
- Support for a state committee to address reuse of abandoned or unused state properties
- Fewer mandates

Executive Director retirement announcement and discussion of recruitment process

Gary Christie thanked the Commission for their support over the past 16 years and noted that it has been an honor and a pleasure serving this region.

Gary noted that the Commission could hire a search firm, let Commission staff manage the process or have one of the jurisdictions serve to receive applications.

Wynter asked if there were funds for a search firm and staff responded that there were adequate funds in the CVPDC's reserve.

Mayor Tuggle suggested that the Executive Committee meet and determine the process.

Dean Rodgers suggested that the position description was just updated a few years ago and, with a few edits, could be circulated to VACo/VML/VAPDC.

Dean Rodgers moved that the Executive Committee be asked to oversee the search and determine the best marketing and application handling process. The motion was seconded by John Spencer.

Frank Rogers noted that the Commission ought to keep our elected official members engaged. Sara Carter noted that the Executive Committee could insure that the process is fair and well-advertised and that elected officials on the Commission could be involved in the vetting, interview and selection phases.

Mayor Tuggle noted that the Executive Committee would allow more consistency throughout the process.

The Executive Committee agreed to meet on Wednesday, November 3 at 3:00 p.m. to begin work.

Sara noted that it may be beneficial to use one of the larger Human Resource departments to receive the applications.

The motion was unanimously approved.

Frank Rogers thanked Gary Christie for his service to the Commission and offered congratulations on a job well done.

Discussion on Hiring and Retaining Public Employees

Localities may be struggling with similar HR issues. Wynter noted that Lynchburg is examining a variety of creative strategies in all areas, including public works. Wynter is examining what might be the barriers to hiring and/or retaining. Rules about tattoos, facial hair, having interviews off-site, banning the previous criminal record box, medical/annual leave payout when leaving, residency requirements

and remote work environment are examples of what they are looking at to become an employer of choice.

Frank Rogers asked if there is something regionally in terms of brand that would help to share the message to invite people in. How do we become the destination to become the rising star for public sector employees? How can we cultivate our own talent?

Dean Rodgers noted that localities often have the same services and we tend to steal employees from each other. Dean reported that police chiefs want to be able to negotiate wages instead of a uniform wage system. Perhaps it would be helpful we had a table of benefits and requirements.

Sara Carter commented that we should focus efforts on retaining college graduates. We have many college students and we might want to examine that pool for entry level positions. Wynter noted that he has met with Sweet Briar college and other colleges/universities about accessing recent graduates. There are models where recent grads are targeted to connect with local businesses. The program may start in Lynchburg and could potentially move to an organization like the PDC.

Meeting Schedule for 2022

Frank Rogers moved to accept the meeting schedule as presented, seconded by Megan Lucas, and was unanimously approved.

- January 20, 2022
- February 17, 2022
- March 17, 2022
- April 21, 2022
- May 19, 2022
- June 16, 2022
- July 21, 2022
- September 15, 2022
- October 20, 2022
- November 17, 2022

Other Business from Commission or Staff

Megan Lucas reported that the Region 2 GO Virginia Board is considering a request by the Regional Business Alliance to provide matching funding to make up the shortfall on the design process for the Central Virginia Training Center. Megan also reported that local economic developers are taking a trip to the Port of Virginia.

Traci Blido reported increased activity in ransom ware attacks on local businesses.

Dean Rodgers noted the master planning on a 300 acre site for the Amherst/Nelson Agricultural center is underway.

No meeting date in November will be held unless needed since the Executive Committee will be meeting.

With no further business, the meeting was adjourned.