

**MINUTES OF THE REGULAR MEETING OF THE WYTHEVILLE TOWN COUNCIL
HELD IN THE COUNCIL CHAMBERS ON MONDAY, OCTOBER 24, 2016, AT 7:00 P.M.**

Members present: Trenton G. Crewe, Jr., Jacqueline K. King, Thomas F. Hundley, Joseph E. Hand, Jr., Beth A. Taylor

Members absent: None

Others present: Town Manager C. Wayne Sutherland, Jr., Assistant Town Manager Stephen A. Moore, Town Clerk Sharon G. Corvin, Town Attorney Robert P. Kaase, Sean McGowan, John Park, Kelly White, Joel Crigger, Robin Osborne, Marie B. Bishop, Patty Thomas, Blaine Grubb, Teresa Holston, Wayne Holston, Johnne Jalot, Holly Atkins, Tommy Atkins, Sheila Wyatt, Cecil Wyatt, Rebecca Beamer, Terry Beamer, Mike Forrest, Stacey A. Pettit, Brian Pettit, Chastity Russell, Trina Leedy, Robert Patton, Becky Perdue, Susan Cline, Katy Jones, Carey Stevens, Daniel Newberry, Jerry Mabe, Richard Crowgey, Forest Newberry, Mark Bloomfield, Candice Johnson, Tim Reeves, Don Goode, Travis Jackson, Charles Foster, William Durham, John M. Johnson, Officer Todd Mathews and Intern Marcus Hash

RE: CALL TO ORDER, QUORUM, PLEDGE

Mayor Crewe called the meeting to order and established that a quorum of Council members was present. The Pledge of Allegiance was led by Councilwoman Taylor.

RE: CONSENT AGENDA

Mayor Crewe presented the consent agenda consisting of the minutes of the regular meeting of September 26, 2016; the request of the Community Food Kitchen for a 5K Race/Walk on Friday, November 25, 2016, at 9:00 a.m.; and, the request of Wytheville Baptist Church to hold a Trunk or Treat Event on Monday, October 31, 2016, from 4:00 p.m. to 7:00 p.m., and to close Church Street at the intersection of Church and Spring Streets to the St. Paul United Methodist Church for the event. He inquired of the Council if there was a motion to approve the consent agenda together or as separate items. A motion was made by Councilman Hundley and seconded by Vice-Mayor King to approve the consent agenda consisting of the minutes of the regular meeting of September 26, 2016; the request of the Community Food Kitchen for a 5K Race/Walk on Friday, November 25, 2016, at 9:00 a.m.; and, the request of Wytheville Baptist Church to hold a Trunk or Treat Event on Monday, October 31, 2016, from 4:00 p.m. to 7:00 p.m., and to close Church Street at the intersection of Church and Spring Streets to the St. Paul United Methodist Church for the event. Mayor Crewe inquired if there was any discussion on the motion to approve the consent agenda, as presented. There being none, the motion was approved with the following voting in favor and there being no opposition: For: Trenton G. Crewe, Jr., Jacqueline K. King, Thomas F. Hundley, Joseph E. Hand, Jr., Beth A. Taylor. Against: None.

RE: PUBLIC HEARING – VIP PETCARE SPECIAL EXCEPTION PERMIT REQUEST

Mayor Crewe advised the meeting constituted a public hearing (due notice having been given) to consider the request of VIP Petcare for a special exception permit to provide veterinary services at Tractor Supply at 1380 East Main Street, which is located in the Lee-Hy Shopping Center (former Big Lots Shopping Center) located on the north side of East Main Street between Cassell Road and the Mountain View Square Shopping Center, in a B-2 Business District. Mayor Crewe stated that Ms. Johnne Jalot was listed on the sign in sheet to speak first in regard to this topic. He asked Ms. Jalot to please come to the podium so that the minutes could be properly recorded. He thanked all of the citizens for attending the meeting.

Ms. Johnne Jalot was recognized and expressed her appreciation to Town Council for allowing her to speak. She noted that she was attending the Council meeting to seek the Town Council's approval for VIP Petcare's request for a special exception permit request. Ms. Jalot remarked for those in attendance who are not familiar with VIP Petcare, she would like to explain that VIP Petcare only conducts wellness clinics. She explained that VIP Petcare's entire focus is on disease prevention. Ms. Jalot advised that VIP Petcare will administer vaccinations and perform fecal, heartworm and feline leukemia testing only. She stated that VIP Petcare is not looking to replace the Town's local veterinarians when it comes to other services that they may provide. She noted that VIP Petcare will operate outside of the normal business hours of regular veterinarians. Ms. Jalot remarked that VIP Petcare will be in operation on Saturday afternoons when the local veterinary clinics are closed. She advised that this will make these types of

services more accessible to people in town. Ms. Jalot stated that when an animal's test results come back positive for any of the diseases for which they are tested, VIP Petcare will automatically refer the owners to local veterinarians. She remarked that the names and phone numbers for local veterinary clinics are kept on file. She noted that this information is on VIP Petcare's website to direct all of their customers. Ms. Jalot stated that another issue of concern was the cleaning up after pets. She noted that VIP Petcare's staff is entirely responsible for this. She commented that all of the services pursuant with Virginia law will occur inside one of VIP Petcare's specially outfitted RV's. Ms. Jalot noted that everything is contained within the RV, and staff will operate outside of the RV when checking people out. Ms. Jalot stated that she did not have anything else to present to the Council and inquired if any of the Council members had questions for her. Mayor Crewe thanked Ms. Jalot for her remarks. He stated that if he understood Ms. Jalot correctly, VIP Petcare's services would only be provided at the Tractor Supply store in a contained unit parked onsite. Ms. Jalot state that is correct. Mayor Crewe remarked that VIP Petcare's services will only be provided on Saturday afternoons. Ms. Jalot stated that is correct. Mayor Crewe inquired if any other members of the Council had any questions for Ms. Jalot. Mayor Crewe thanked Ms. Jalot for her comments.

Dr. Rebecca Beamer was recognized and stated that she was the owner of Community Animal Clinic. She commented that she was not in favor of the request of VIP Petcare for a special exception permit. She remarked that the services that VIP Petcare perform are offered with several of the animal clinics located within the town. Dr. Beamer advised that a lot of the clinics within the town do not offer the Saturday afternoon hours, but they do have office hours Monday through Friday, along with Saturday morning hours. She noted that there is a redundancy of services, and these are services that would be taken from the local clinics. Dr. Beamer commented that a lot of times the wellness types of services get people into the clinics so other services can be discussed, such as if the pet needs to be spayed or neutered and other preventative types of services. Dr. Beamer commented that these types of services are things that will be discussed on a one on one basis with the people. She remarked that follow up services can be performed after the initial visit in a local atmosphere. Dr. Beamer reiterated that she does not see the need for the change in focus for these services. Mayor Crewe inquired if the Council had any questions for Dr. Beamer. There being none, Mayor Crewe thanked Dr. Beamer for speaking.

Dr. Trina Leedy was recognized and stated that, along with Dr. Beamer, she was not in favor of the request of VIP Petcare for a special exception permit. She remarked that the local clinics have worked hard to establish the client-patient relationship that they have with their clients and their pets. Dr. Leedy commented that a vaccine clinic that comes in once per month or randomly would pull away from what the local clinics have been trying to build. Dr. Leedy noted her agreement with Dr. Beamer about the local veterinarians working hard during the exams to find other problems and talk to the owners. She noted that these smaller wellness clinics may not achieve this and these pets may not be taken to see the other veterinarians in the area. Dr. Leedy advised that she does operate a mobile clinic and offers several Saturday clinics. She noted that the difference is that she does offer full exams and full services that meet the needs of the clients and their pets in the area. Dr. Leedy stated that, like Dr. Beamer, she does not think that this is a necessary addition to the town. She noted that there are other issues with the VIP Petcare clinic in that they are only there for a short period of time and a client-patient relationship is not being established with the veterinarian. She remarked that different veterinarians will work the clinics, therefore, the clients will not see the same veterinarian each time the mobile unit comes to town. Dr. Leedy noted if there was a vaccine reaction, the client is given a list of local clinics to contact. She advised that the clients choose to go to the lower cost clinic and are forced, if there is a problem, to go to another clinic. She commented that at this time, the client will be forced to pay an afterhours fee and start all over again with another veterinarian. Dr. Leedy expressed that this will add costs to the client and, therefore, the pet may not receive the care that it needs. He inquired if the Council had any questions for Dr. Leedy. There being none, Mayor Crewe thanked Dr. Leedy for speaking.

Mayor Crewe stated that he would give the Council the option, as the presiding officer, that this matter will be discussed later in the meeting, but if someone makes a motion, the topic can be moved on the agenda to take place at this time. He stated that there are six other people listed on the sign in sheet who wish to speak, and five of them are requesting to speak about the VRS Retirement, and Mr. Travis Jackson wishes to speak about the Wythe-Bland Foundation. He remarked that both topics will be discussed during Citizens' Period. Mayor Crewe proposed that the Council proceed with Citizens' Period and return back to the decision regarding the request of VIP Petcare for a special exception permit. He noted this would be the route that he would take unless one of the Council members would like to make a motion to do otherwise. There being no further discussion, Mayor Crewe declared the public hearing closed, and he proceeded with the agenda.

RE: CITIZENS' PERIOD

Mayor Crewe advised the next agenda item is Citizens' Period. He noted that at every Town Council meeting, there is an open time for people to address the Council for topics that are not on the agenda. He advised that several people have indicated that they desire to speak on a topic during Citizens' Period. Mayor Crewe stated that Mr. Sean McGowan was listed first on the sign in sheet to speak in regard to the VRS Retirement. He asked Mr. McGowan to please come to the podium and identify himself so that the minutes could be properly recorded.

Mr. Sean McGowan was recognized and stated that he was the Executive Director for the Virginia Police Benevolent Association. He commented that he is, also, a retired Police Officer from the City of Alexandria. He remarked that both he and his wife served the City of Alexandria for 25 years as Police Officers. Mayor Crewe thanked Mr. McGowan for his service. Mr. McGowan stated that as the Executive Director for the State of Virginia, he works mostly from his home and is traveling across the State representing the members of the Virginia Police Benevolent Association. He commented that the Virginia Police Benevolent Association does not have a local office. Mr. McGowan stated that he has spent a lot of time in Richmond, Virginia, during the General Assembly Session as the State representative and lobbyist for the organization. Mr. McGowan advised that the Police Benevolent Association has over 44,000 members, and nearly 5,000 of those members are in Virginia. He noted that the greater Southwest Chapter is the Chapter that serves Wytheville and other law enforcement Officers in this area. Mr. McGowan stated that on behalf of the Wytheville Police Benevolent Association members, the Greater Southwest Chapter has become involved in a public awareness campaign. He reported that this campaign is aimed at bringing citizen support forward to assist their members in their efforts to improve their retirement benefit package through the inclusion in the Hazardous Duty Enhancement Benefit with the Virginia Retirement System (VRS). Mr. McGowan noted that 187 other jurisdictions in the State of Virginia are involved in VRS Hazardous Duty, and approximately 38 of those jurisdictions appear to be comparable to the size of this jurisdiction. He reported that he had spoken to numerous Officers who have advised him that some use the Wytheville Police Department as a training department to gain law enforcement experience and certifications to move on to other departments with better long term benefits. Mr. McGowan noted that with the perception that benefits are not what they should be in Wytheville, morale is negatively impacted, and with negative impact on morale, comes the obvious negative impact on public safety. He commented that having trained and qualified Officers pass through this department leaves a void in institutional knowledge and has a large fiscal impact due to the training costs of a new officer. Mr. McGowan remarked that he had been given the statistic that over the past 16 years, 17 Officers have left the Town of Wytheville Public Safety Department and the main reason was due to fact that they felt this department should be included in the VRS Hazardous Duty Benefit. He commented that this translates to 50 percent of the department or the entire patrol staff. Mr. McGowan advised that since both the Town Council and the Benevolent Association members have public safety as a primary goal, the members of the Benevolent Association are convinced that supplying the Town's law enforcement Officers with the Hazardous Duty Retirement Benefit will have a direct positive impact on public safety. He commented that institutional knowledge will remain, and training investments made by this jurisdiction will become investments in the Town of Wytheville's future. Mr. McGowan advised that a petition is now being circulated and a social media campaign has started to inform the citizens of Wytheville about the Benevolent Association's efforts. He commented that, so far, the feedback from citizens for the support of providing this benefit has been very positive. He reiterated that it has been overwhelmingly positive. Mr. McGowan expressed that Wytheville citizens are willing to express to their elected officials that providing this benefit is important to them and should be a Town Council priority. He remarked that the general employees of the Town of Wytheville are hardworking, dedicated professionals, and these professionals deserve every consideration under the law for the best possible benefits available. He noted that the Virginia legislature has recognized that law enforcement is a unique job. He advised that the State laws give enhanced benefits to law enforcement because the job is so unique and the job responsibilities are so great. Mr. McGowan remarked that the words "hazardous duty" carry with them that level of elevated responsibility and exposure to danger that general employees do not face on a daily basis and the job differences justify the support for the enhanced benefit and this support is not, and should never, be misinterpreted as demeaning to law enforcement employees. He commented, also, the FLSA lawsuit of 2010 in the area reminds some of a troubled time, and a lot of the Offices that were here during that time period are not here now. Mr. McGowan stated that he is told by Officers that there appears to be some obstacles that may be due to animosity from old feelings regarding this lawsuit. He noted that he urged anyone who holds those feelings to move past them and consider what is best for the citizens and the dedicated law enforcement professionals of Wytheville. Mr. McGowan commented that, in closing, they ask that, in the near future, the Mayor and the Council members of the Town of Wytheville conduct a fair hearing on Hazardous Duty Enhancement. He stated that the members of the Police Benevolent Association ask that the hearings be public and completely transparent. He remarked that it is

their hope that the Council will hold a public vote on the topic and that this vote will truly represent the will of the taxpaying citizens of Wytheville. Mr. McGowan presented to the Town Council the petition that he had spoken in regard to earlier in the meeting. Mr. McGowan advised that on this petition, there are 534 signatures of citizens who live in Wytheville who support this enhancement. He noted that he would like to present the petition to the Town Clerk to become part of the record of the meeting. Mr. McGowan advised that he and Town Clerk Corvin had discussed prior to the meeting that the 534 people who participated in the petition are approximately the same number of people who came out for the last Town Council election in May. He commented that this number shows him that there is a huge interest in this and that the public is behind it and he, certainly, hopes that the Council is behind the request and takes it into consideration. Mr. McGowan advised that he would be happy to answer any questions about the Police Benevolent Association. Mayor Crewe inquired if anyone had any questions for Mr. McGowan. There being none, Mayor Crewe remarked that he would desire to ask Mr. McGowan a question. He stated that there were several things he would like to note. He commented that he knows he can speak for the entire Council when he states that the Council values the first responders and tries to do everything that they can to support them. He noted that the Council has looked at what was, back then, referred to as LEOS, but is now referred to as the Enhancement Benefit. Mayor Crewe remarked that when Mr. McGowan reported that the Town has lost one third, or 17, of its members, he would like to know where this figure was obtained from. He advised that the amount that he has is only five. Mr. McGowan stated that he has a list. Mayor Crewe inquired of Mr. McGowan if he could share the list. Mr. McGowan stated that he would be glad to share the list with the Council members. He reiterated that the numbers on the list are over a period of 15 years and 17 employees have departed employment. He remarked that he was told that the lack of the Enhanced Benefits was the reason for their departure. Mayor Crewe asked if Mr. McGowan was aware that the Town has only had 11 Public Safety employees leave in 16 years. Mr. McGowan noted that he had not been privy to any of the statistics from the department and has not conducted any type of investigation through the department or submitted any FOIA for that type of information. He commented that he is strictly going by what he has been told from the members of the Police Benevolent Association. Mayor Crewe stated that he is merely going by what he has been told, as well. He stated that the numbers should be checked for accuracy to see if there is such a big problem. Mayor Crewe inquired if it was ordinary in Mr. McGowan's organization for him to come to present this request instead of one of the Town's employees. Mr. McGowan noted that this was discussed prior to the meeting. He remarked that it is more normal in jurisdictions that are smaller. He commented that when he was in Hampton, Virginia, giving a presentation, there were approximately 300 people in the room and there were 25 or 26 members of that department who wanted to speak, and did speak. He noted that he spoke first and started the discussion and the members of the department stepped forward to continue the discussion. Mr. McGowan stated that it appeared to him that in larger departments, people are more comfortable coming forward with their concerns to their elected officials. He expressed that in his job as the Executive Director for the Virginia Police Benevolent Association as a lobbyist and a representative, he does not fault people at all for asking him to come forward to present these issues, so that the employees can feel comfortable in their positions and not have to answer why they went to Council, which he stated is what happens in Wytheville or is going to happen, but in other places, he has seen it where people have been reprimanded or talked to about contacting their elected officials. Mr. McGowan stated that one thing that stands out when he speaks of contacting elected officials and moving these topics forward was several years ago, three members of the Benevolent Association went with him to meet with Senator Deeds regarding an issue at the Virginia Department of Motor Vehicles. He commented that all three of those members were terminated from their employment and it was a direct result of them going to their elected official without the knowledge of their supervisors. Mayor Crewe stated that he does not deny that this type of action happens in other places but he absolutely, categorically denies that there is any problem of this nature here. Mr. McGowan noted his appreciation to Mayor Crewe. Mayor Crewe stated that when there is a discussion about the lawsuit and any type of hard feelings, he is the only one on Town Council who knows about or was seated as a Council member during the time period of the lawsuit. He expressed that he has no hard feelings toward the Police Department and visits the department frequently. Mayor Crewe noted that he cannot imagine it, but if there are hard feelings, it has to be addressed. He stated that the Town has Council Personnel Committee meetings each month, and many of the Council members are in the Police Department frequently, and the information he obtains from the Officers is that they did not think that it is a benefit that the Town can not afford. Mayor Crewe stated possibly this was something this Mr. McGowan was hearing differently. He noted he understands someone telling Mr. McGowan one thing and himself another but to state that someone will be targeted because they spoke to an elected official is just not accurate. Mayor Crewe advised another problem with that is that less than half of the Police Department members live in the Town of Wytheville, therefore, they could not vote against the Council members. He reiterated that he cannot imagine anyone thinking that they would be reprimanded for speaking to the Council members. Mr. McGowan noted that when the first meeting was held,

the general impression in the room was that there was a policy that the department members were not permitted to contact Council members. He remarked that he asked for a copy of that policy and that the policy does not state that. Mayor Crewe commented that, obviously, they cannot do this while on duty or in uniform but, on their own time, it is absolutely permitted. Mr. McGowan advised that there was a perception that department members were not allowed to come forward to Council members. He commented that what he is taking from Mayor Crewe is an invitation for these members to step forward and discuss with Council the issues at hand. Mayor Crewe stated that he feels like this is the way it should be. He noted that he is not stating that the Council does not value Mr. McGowan's part in this. He expressed that he cannot imagine that there is a perception that no Police Officer can speak to him or any other member on Council but if there is it needs to be addressed because it is just not correct. Mr. McGowan stated that he is happy to hear this. Vice-Mayor King interjected that both she and Councilman Hundley were serving on Council during the period of time when the lawsuit took place. Mayor Crewe apologized to Vice-Mayor King and Councilman Hundley for cutting them out of the discussion. Mayor Crewe commented that this benefit has been considered repeatedly and is not something new, however, the problem that the Council has is that Police Officers already have special benefits that no other Town employee receives. He noted that Officers are entitled to the Heart Lung Presumptions and the Cancer Presumptions that no other employees receive due to the stress of the job. Mayor Crewe reported that the last time a consultant was hired to figure the cost, the Town of Wytheville would be required to pay \$210,000 to start, and the dollar amount would increase yearly. He noted that Town Council went to the Police Department, a public hearing was held and the process was as transparent as possible, which is the only way things are conducted within the Town of Wytheville, and an inquiry was made of the Police Officers if they were willing to pay any portion of the benefit, and they declined to pay. Mayor Crewe advised that the benefit would have been for 29 to 31 employees which would consist of Police Officers and approximately six paid Fire Engineers. He noted that this was a benefit for a small number of employees at a very large cost. He remarked that the localities near Wytheville that have the benefit obtained it many years ago, the cost of the benefit was less expensive then and, now, they cannot drop out of the program. Mayor Crewe inquired of Mr. McGowan if he could comment on the cost of the benefit. Mr. McGowan stated that he wished that he could discuss the costs with Mayor Crewe. He noted that, in fact, he contacted the Virginia Retirement System and asked them to supply him with the formula they utilized to arrive at the numbers of the buy-in and the how much per Officer. He stated that, unfortunately, they did not have enough time to provide the information. He advised that he was not asking for specifics regarding this jurisdiction but he was only asking for their methodology so he could bring the information to the Council. Mr. McGowan remarked that when someone comes before the Council and asks for money, a dollar amount should be provided to the Council. He reported that the research that he did conduct is only hearsay at this point that was heard from members in Wytheville. He advised that the figures he obtained from 2010 were a \$180,000 buy-in amount with a \$25,000 annual cost. He reiterated that he does not have any data to backup that figure. Mr. McGowan explained that the other thing that came into play was that he did not review the budget of the Town of Wytheville, and he has not done this to date. He noted that he was told that there is a \$21 million budget surplus with \$5 million set aside for the recreation center and \$6 million set aside for the "rainy day" fund, which leaves a \$10 million budget surplus. Mr. McGowan reiterated that, again, he does not have the figures nor documents to back those figures up, however, that is what he has been told. He commented that he would think that \$180,000 from 2010 would be that much more, but he could be wrong. Mr. McGowan expressed that he is sure that the numbers could be run and VRS could decide what they are going to charge the Town. Mayor Crewe commented that he does not know what the methodology of the LEOS system is, but he does know that the methodology includes the wages paid, the length of service and the age of the employee. He remarked that one of the side notes to this, if it were approved, is it would allow a police officer to retire at an earlier age based on years of service. Mayor Crewe noted that a police officer could retire at the age of 55. He stated that this is another thing the Council has reviewed. Mayor Crewe expressed that he can assure Mr. McGowan that the Town paid someone to run the numbers, and that four years ago, it was \$209,000 with an estimated increase of \$80,000 every year thereafter, therefore, in a few years, the Town is into millions of dollars trying to do this. He explained that in the other towns Mr. McGowan has spoken to, and noted he guessed what he is inquiring of Mr. McGowan is, has he received any pushback from other governments that are stating that the program is just way too expensive from what they thought it was going to be because that is what he is hearing. Mr. McGowan advised that there are over 187 jurisdictions, and, he had this conversation recently with the City of Alexandria. He noted that they are looking at the LEOS program. Mr. McGowan expressed that the staff there did not initially go into this, but they had a supplemental plan that was actually part of the plan that he retired under. He noted that it was better than this benefit, therefore, they did not use this plan. Mr. McGowan stated that the other plan is starting to make changes so they are looking at this plan, and the Sheriff's Department in Alexandria is looking at putting their people on this plan. He noted that this is a larger department. Mayor Crewe commented that the way it works is that the benefit actually pays a

monthly supplement to the police officer after he/she retires. He noted that it is cash in the officer's pocket. Mr. McGowan stated that it is for a job well done doing something that is worth it. Mayor Crewe commented that nobody is denying that at all. He stated that he appreciated Mr. McGowan's information, and he apologized for monopolizing the conversation. Mr. McGowan expressed that he wished he had the numbers from VRS, but that is not something he can just call and get over the telephone. Mayor Crewe remarked that he understands, and noted the numbers he has are four years old because the Council hired a consultant to run the numbers. Mr. McGowan commented that this is part of the process of revisiting that assessment, but he does not know what the cost is, possibly \$2,000 dollars or more, which is what he heard from Alexandria was the cost to have the reassessment done. Mayor Crewe expressed that he did not remember what the cost was of the assessment and inquired if Town Manager Sutherland recalled the amount of the assessment. Town Manager Sutherland stated that he did not because that was a long time ago. Mayor Crewe reiterated that those figures he stated earlier are the latest numbers the Council has and is why he referred back to those numbers. Mayor Crewe inquired of the Council if there were any further questions or comments.

Vice-Mayor King stated that each month a Council Personnel Committee meeting is held and a Police Officer attends the meetings to represent the department. She commented that this is the first time that this topic has been brought up and nothing had been mentioned about the LEOS until last week when the Council was made aware that this discussion was taking place. Mr. McGowan stated that he is trying to voice the concerns of the employees and hoping that this process proceeds. He noted that he is certainly not trying to be adversarial or attacking in any way. Mr. McGowan expressed that he is in attendance to represent these Officers who put their lives on the line every day. Vice-Mayor King stated that she understands this. Mayor Crewe stated that the members of Town Council are not trying to be adversarial either. Vice-Mayor King remarked that her point is why a member of the Department has not spoken up prior to this meeting because everyone has a chance to discuss topics from their Department. She reiterated that she is wondering why the Police Department did not give a report that this topic was on the horizon. Mr. McGowan stated that an Officer in uniform has to speak for that Department and that employee meeting would not be a venue where a Police Officer would be able to come in as a citizen of the town to speak freely to the Town Council. Town Manager Sutherland noted that he disagreed with this statement. Mayor Crewe commented that this was the purpose of these meetings. Town Manager Sutherland advised that the Council Personnel Committee was created for this specific purpose for all employees, especially the Police Officers, to have a line of communication to the Town Council. Town Manager Sutherland stated that there are two Council members serving at each meeting and discussions at the meetings have never been restricted. He noted that anything that anyone can imagine has been heard in these meetings held the past four years. Vice-Mayor King expressed that this why the Council members are in attendance at the meetings, and it is the purpose of the Council Personnel Committee meetings that Town Manager Sutherland started approximately four years ago. She remarked that the meetings are set forth to help everyone. She stated it is for the employees to get to know the Council members and for the Council members to get to know the employees. Vice-Mayor King commented that breakfast is served at each meeting and it is just a good atmosphere. Mayor Crewe noted that Vice-Mayor King is concerned that this was not discussed in any of the meetings. Vice-Mayor King replied that she is disappointed that all of the effort is placed in having these meetings once per month and nothing has been brought up about this topic. She reiterated that this is all about transparency, and the Town Council is there for the employees and they did not come to the Town Council. Mr. McGowan stated that as a result of this conversation, he hoped that this message was received loudly and clearly directly from the Town Council. Vice-Mayor King inquired how much clearer could the message be. Mayor Crewe reiterated that in no way does the Town Council want this to be adversarial. He commented that everyone is in this together and there is no "we" and "they" in this, and the Town Council will do everything that they can to help the Town's Police Officers as they will any Town employee. Mayor Crewe noted his surprise at the discussion of this topic. He noted that he had heard Mr. McGowan's commentary on the radio earlier that day and knew that this discussion had ensued. He reported that he has received different information from the Police Chief and a couple of other Officers that he inquired of today about what Mr. McGowan is reporting. Mayor Crewe commented that he is not saying that he is right and Mr. McGowan is wrong. He noted he is merely stating that there is a difference, which needs to be addressed. Mayor Crewe advised that it always comes down to the cost of trying to do this. Vice-Mayor King noted that she does not mind discussing this with the Police Officers but noted that she is more disappointed that they did not come to the Council. She stated that in the Police Officers' hearts, they have to know that the Town Council is there for them. Councilman Hand stated that he has only been on the Town Council for a very short period of time. He commented that he knows a lot of the Officers and no one has ever said anything to him about this topic, therefore, the idea that there are closed doors is a very unfair statement. He remarked that Mr. McGowan came on to the Town Council very strong and he took offense to some of the things that Mr. McGowan stated. Mr. McGowan noted that was not his intent. Councilman Hand noted that Mr. McGowan needed

to realize that there are two members of Town Council who are completely new and he, personally, feels beat up by someone that he does not know and Mr. McGowan does not know him. Councilman Hand commented that this is a personnel issue that should take place in a Personnel Committee meeting before other people are involved. He noted that this was merely his thoughts. Councilman Hand reiterated that he is a new Council member and that for the Officers that are out there that do not think that they can talk to the Town Council, he does not want them to think that they cannot talk to him. He expressed that this is just not true. Mayor Crewe and Vice-Mayor King stated that the Officers can talk to any of them. Vice-Mayor King remarked that the Council Personnel Committee meetings are in an atmosphere of friends sitting around a table talking to each other. Mayor Crewe expressed his appreciation to Mr. McGowan for heightening the Town Council's awareness because, obviously, this is any issue that the Town Council needs to address in a more vocal fashion. He remarked that the Town Council has been as transparent as they possibly could be, but they will go through it again and consider it. Mayor Crewe advised that the Town Council does not want to offend anyone including Mr. McGowan. Councilwoman Taylor noted that all of the Town Council's meetings are open to the public. Mayor Crewe noted that every meeting the Town Council has is open to the public. He remarked that Town Council meetings, Committee meetings, Personnel Committee meetings, etc. are all open. Mayor Crewe inquired if there were any further questions for Mr. McGowan. Councilman Hundley stated that he would like to clarify with Mr. McGowan that he had mentioned that in 2012, it was \$185,000 for the initial buy-in amount, with an additional \$25,000 annual cost. Mr. McGowan stated that is correct. Town Manager Sutherland stated that was not how he understood the figures, but, obviously, the numbers would need to be checked. Mayor Crewe stated that the calculations can certainly be made again. He noted that he is only 20 percent of Council. He remarked that the numbers the Town obtained were vastly different. Councilman Hundley noted that he was under the impression that the cost continued to rise each year. Mr. McGowan apologized for not having current numbers to report. He noted that due to privacy issues with the Virginia Retirement System, accurate figures were difficult to obtain. Mayor Crewe advised that the Town requested the services of a consulting firm to get the information. He remarked that it seemed that the cost to obtain these figures was substantially more than \$2,500. Mayor Crewe noted that he is not trying to cut Mr. McGowan off. He inquired if there were any further questions for Mr. McGowan. There being no further questions, Mayor Crewe recognized to Mr. Daniel Newberry who was listed next on the sign in sheet to speak.

Mr. Daniel Newberry was recognized and stated that he had attended a Town Council meeting in the past. Mayor Crewe welcomed Mr. Newberry back to a Town Council meeting. He stated he appreciates the Council and how each meeting begins with a prayer and the Pledge of Allegiance. Mr. Newberry expressed his appreciation for the efforts of the Town of Wytheville Police Department and encouraged the Town Council to favorably consider the Enhanced Benefits for Hazardous Duty Positions. Mayor Crewe inquired if the Council had any questions for Mr. Newberry. There being none, Mayor Crewe thanked Mr. Newberry for speaking.

Ms. Candice Johnson was recognized and stated that she was attending the Town Council meeting to show her support of the Town's Police Department and acknowledge the work that is performed by the Officers in the Department. Ms. Johnson asked that the Town Council consider the additional benefit to the Police Officers that is provided in the Enhanced Benefits for Hazardous Duty Positions for all of the work and service that is provided by the Officers. Mayor Crewe inquired if the Council had any questions for Ms. Johnson. There being none, Mayor Crewe thanked Ms. Johnson for speaking.

Mayor Crewe noted that according to the sign in sheets, these were the only speakers listed who desired to speak on this topic. He stated that if anyone had changed their mind or he had missed someone who desired to speak, please let him know and, that way, everyone would get the opportunity to speak before he proceeded with the agenda.

Mr. Tommy Atkins was recognized and stated that he lived in the Town of Wytheville and has resided in town since 1993. He noted that he speaks from a very unique perspective on this topic. He commented that he worked for the Town of Wytheville Police Department from 1992 until 2003. Mr. Atkins advised that this very issue is one of the main reasons that he left employment with the Town of Wytheville and went to seek employment with the Virginia State Police. He remarked that he is attending the meeting to speak as a citizen. Mr. Atkins expressed that he would honestly request that the Town Council wholeheartedly consider this request for the current Officers. He advised that these Officers stand by him on a day to day basis when he needs their assistance. He reiterated that he would like to implore the Town Council to see this request through. He noted that he understands that there are a lot of issues that need to be discussed and there is money involved with the request, but he does think that it is a retention issue. Mr. Atkins stated that it is a worthwhile issue for the Police Officers of the Town of Wytheville. Mayor Crewe inquired if the Council had any questions for Mr. Atkins. There being

none, Mayor Crewe thanked Mr. Atkins for speaking. Mayor Crewe noted that he is happy to see Mr. Atkins active after all that he had been through.

Mayor Crewe inquired if anyone else desired to speak on the topic. He noted that as he looks around the room, it is an honor to have in attendance State and County Officers and a couple of people who had federal law officer experience in attendance. He reiterated that it is nice to have representation from all of the departments in attendance and even nicer to know that when back up is requested, the Town Officers do not have to worry about which department will come and that everyone is there to help each other. Mayor Crewe expressed that everyone is in this together whether it is the Sheriff's Office, State Police, FBI or the Town Police Department. He advised that he knows he can speak for Council when he states that the Town strives hard for the Town Police Department to have all of the tools it needs to do their job, and the Town Council tries to address any issues of which they are made aware. Mayor Crewe commented that he is unaware of any kind of morale issue. He noted that he hears the opposite when he asks, and he does not know why there is such a dissatisfaction. He remarked that he feels that he knows the Town Council members well enough to say that the proper way to proceed, if Council feels that this topic needs to be considered again, is to get the figures as to what the benefit will cost and who is covered. Mayor Crewe remarked that the Town hits the same barrier that Mr. McGowan spoke of in that the Town staff cannot call the Virginia Retirement System and request the information and, if he remembers correctly, someone else will have to request and then figure the numbers. Mayor Crewe stated that unless the Council objects, he suggests that the Council instruct Town Manager Sutherland, immediately, to find out all of the details and the Town Council will continue to meet with the Town of Wytheville Police Department members to verify the issue so there are no communication problems. Mayor Crewe noted that there are several of the Town's Police Officers in attendance at the meeting and he would encourage them that if there is anything that the Town Council needs to know, to please let them know. Mayor Crewe expressed his appreciation to the Officers for attending the meeting but advised that he does not desire to put them on the spot, and if they think talking to the Council at the meeting puts them on the spot, he would like to know that, as well, because this is an issue that the Council can address.

Mr. Kelly White was recognized and stated that he has served for the past seven years as a Police Officer for the Town of Wytheville. He commented that he appreciated each and everything that the Town Council does for the Department and the Officers. He noted that the Department has a lot of new equipment which is all because of the Town Council. Mr. White stated that these things help in making their jobs easier. He commented that he felt like he did not want to speak at the meeting. He advised that to be open and honest, Mr. McGowan was requested to represent the Police Officers because they did not know where else to turn. Mr. White stated that he will openly note that being a member of the Police Department has its barriers. Mayor Crewe inquired if these were barriers in talking to Town Council. Mr. White stated that Police Officers have been instructed on occasion by their Administration that it was not their place to discuss matters with the Town Council and that they should follow the chain of command. He noted that this may be something that some may not like but he was going to be honest. He advised that situations have been discussed at the Council Personnel Committee meeting and resolved, and he appreciates the Committee for being able to assist with those situations. Mr. White stated that the problem is that according to this last event that happened when LEOS was discussed, it was the answer that the Officers received back from their Administration, due to the fact that they were not part of a lot of the other things that have been presented to the Chief, Captain and Lieutenant. Mr. White remarked that the Police Officers requested that the Virginia Retirement System come in and perform an assessment and, at that point, the Officers thought that the matter was going to go before the Council to be voted on. He noted that, unfortunately, the consensus that was received within the department was that this matter was sealed and that it was not going to go before the Town Council because there were department members who would probably lose their jobs. Mayor Crewe inquired as to when this occurred. Mr. White commented that this was back in 2010. He reiterated that this was the consensus the Officers received. He noted that Officers were not to talk to Council or attend meetings, and they were only to speak their part with their administration. Mr. White advised that this benefit is something that the Officers feel would benefit them in their careers. He noted that the Department is continually developing, and they have several new Officers now that have come to the Department. Mr. White advised that they have several older Officers who have a lot of health issues, and, in fact, they are trying to stay with the Department in order to retire. He commented that he is strongly for the VRS Enhanced Benefits for Hazardous Positions. Mr. White remarked that he is speaking about this at this meeting because in the past, it has been an issue, and he wanted to come before the Council and clarify this. He stated that he knows there are new members on the Council, and he is happy to have them serving, and he thanked the Council for what they do. Mr. White advised that they generated a petition to receive citizen support. He noted that they worked with Mr. McGowan, and he helped steer the Department in the correct direction of how to approach this in a good way. Mr. White indicated

that at no time did the Department mean this as an aggressive approach to anyone on the Council. He stated that as he has stated, the Police Department is very thankful for everything the Council does for them. Mr. White advised that this is a great town to work in, and that is why they are fighting to stay in this town. He noted that as some of the others have already stated, the Officers who have stayed have done so because they enjoy working in the town, and they do not want to make a move. Mr. White stated that, unfortunately, some of the former Officers felt that they had to move on. He indicated that he wanted to state that there have been some barriers. Mayor Crewe stated he appreciated Mr. White's comments. He noted that if Mr. White hears anything such as retribution directed toward him, to let him know outside the chain of command. He commented that the Town has a chain of command for a reason, and it works, and this is the way things should be handled. Mayor Crewe pointed out that he has no business deciding police issues and telling the Officers to whom they should write tickets, etc. He stated that this is why there is a chain of command, and this is why it work this way. Mayor Crewe remarked that what he thinks he just heard Mr. White state is that for some reason, and noted they are going back to 2010, this issue did not get through the chain of command and to the Council. Mr. White stated that is correct. Mayor Crewe indicated that he is unsure why that did not happen and advised that he will make some inquiries of administration and find out why it did not happen. He noted that this is something that needs to be fixed. Mayor Crewe stated that he has no problem with any Town employee stopping him and raising an issue. He noted that he would state that the proper way to handle something is through the chain of command because Council not receiving the request should not have happened. Mayor Crewe advised that this is a Council decision as to whether or not the Town pays the money to implement these benefits, and that information should come to the Council. He noted if there is a problem with communication, the problem needs to be fixed. Mr. White noted that something that he wanted to express is that he and members of Department, when this came up several years ago, offered to forego pay raises and things of this nature to receive the benefits. He stated that he knows a large percentage of the Department was adamant about this. Mr. White noted that there were several things they were expressing to the administration through the chain of command, and they were, in turn, supposed to address this with the Council. He stated he is not sure what happened. He noted that this is standpoint of where the Officers are with this issue. Mr. White noted that he wanted to make the Council aware of this as an Officer of the Department. He stated that, again, he appreciates absolutely everything the Council does for them, and this request means no ill will toward the Council. Mr. White noted that they are trying to express their concerns, and they look forward to hopefully having this retirement benefit. Mayor Crewe requested for Mr. White to take these comments to anyone, particularly the three Officers who are attending the meeting, that there is no ill will felt, and there is, certainly, no animosity directed at the Police Department or the employees there. He noted that, obviously, the Council has an issue that they need to address and see if it can be corrected, so they can move forward. Mayor Crewe commented that whether the Council decides to offer the special package or not, it still will not change anything with the respect that the Council has for their personnel in the first line of defense and for God to bless them for all they do. Vice-Mayor King stated that she thinks in the last five years, everyone on the Police Department looks so nicely dressed in their uniforms. She noted that the Council has tried to give the Department the money that they need for all the equipment, all the newest things that come out, etc. Mr. White advised that is correct. Vice-Mayor King pointed out that her feelings are hurt. Mr. White indicated that the Police Department is greatly appreciative of everything they have gotten. He stated that they are at the top in terms of patrol cars, their duty weapons and everything they need. Vice-Mayor King noted that the Department does a super job. Mr. White reiterated that they greatly appreciate everything that the Council has gotten for them. Vice-Mayor King stated that she knows the Department is appreciative. She noted that last week when she heard this was happening, she was shocked that the Council had not heard it previously. Mr. White noted that he thinks that due to the walls that the Department felt they were struggling with, this way was the only way they knew to proceed ahead. Vice-Mayor King stated that she will tell the Department that she lives at 1310 West Lee Highway, right across from the Country Club property, and the big church is beside of her home. She noted that she is home, her phone number is 620-5331 or 228-2523, so if the Department has a complaint, she wants to hear it. Mr. White advised that this is not a complaint, and they are not trying to be aggressive or be a problem, but they are trying to address an issue that is there with the lack of a benefit that most every other agency in this area has that they provide to their Officers. He noted that they are trying to get to the bottom of this issue, and to see what can be done. Vice-Mayor King stated that she appreciates Mr. White's comments. Mayor Crewe thanked Mr. White for attending the meeting and inquired if anyone has any questions or comments about the retirement issue. There being none, he proceeded.

Mr. Travis Jackson was recognized and stated that it is a pleasure to attend the Council meeting as the Executive Director/CEO of the Wythe Bland Foundation. He noted he wanted to share with the Town Council some information he thinks they will find interesting. Mr. Jackson remarked that last week, he had the opportunity to be an advocate at a Summit 2020 Meeting,

and, to his surprise, the Wythe Bland Foundation was presented an award for an investment that they made in the Town of Wytheville. Mr. Jackson stated that he would like to share this with the Council. He noted that since 2008 the Foundation has partnered with the Town of Wytheville in a program called Fit for Life and the Fit for Life Program was between the Town of Wytheville, the Mount Rogers Health District and the Wythe Bland Foundation. He stated that the program gave citizens the opportunity along with members of the wellness center to learn how to live a healthier lifestyle in providing roughly 140 citizens per year the opportunity to learn more about nutrition, exercise and to make life changing decisions that can improve the health of citizens in this area. Mr. Jackson commented that the program has been a very successful one. He noted that since 2008 the Foundation has invested a little over \$900,000 into this program. He reported that this wellness was recognized by the State and also by the United Way of Southwest Virginia and they have presented the Wythe Bland Foundation with the Trailblazer Award. Mr. Jackson stated that the award is a partnership award between the Town of Wytheville, Wythe Bland Foundation and the Mount Rogers Health District. Mr. Jackson stated that he would like to present the Town Council with a copy of the award. Mayor Crewe thanked Mr. Jackson for presenting the award. He noted that when the program began it was new people did not know if it would work but, thus far, it has been a big success. Mr. Jackson expressed that the program has been very successful and the award was presented by the Deputy Director of Health and Human Services for the State of Virginia and it is recognized as a very innovative program which improves the health opportunities offered to the citizens of this region. Mr. Jackson stated he would, also, like to say that the Foundation has been very successful in its efforts to bring health education and welfare to the citizens of Wythe and Bland Counties since the Foundation was developed in 2005. He noted that over \$23 million has been invested in the programs and benefits for the citizens of Wythe and Bland Counties. Mr. Jackson remarked that the Foundation values its partnership with the Town of Wytheville, Wythe County and the Town of Rural Retreat and will continue making investments that certainly helps the Foundation. He advised that the Foundation is a 501(c)3 organization but they have to make sure that the projects only benefit Wythe and Bland County citizens and that it will also be more of a health education and welfare project. Mr. Jackson stated that as the Council members may know the Wythe Bland Foundation provides funding to ensure that each child that graduates from a Wythe or Bland County school gets the opportunity to receive a two year education at Wytheville Community College. Mayor Crewe noted that this program has really opened doors to the community. Mr. Jackson stated that the program certainly has. He congratulated the Town of Wytheville on the award. He stated that he looked forward to working with the Town in the future. Mayor Crewe noted that he can speak for Council when he expressed his appreciation to Mr. Jackson for everything that he does to facility everything between the Town and the Foundation. Councilman Hundley expressed his gratitude to Mr. Jackson for everything the Foundation does. Mayor Crewe inquired if there were any further questions for Mr. Jackson. There being none, Mayor Crewe proceeded with the agenda.

Vice-Mayor King stated that she would like to explain her comment about being disappointed. She noted that she takes a lot of pride in serving on the Wytheville Town Council and serving the citizens of the Town of Wytheville. She reiterated that this is what she meant and that she has served seven terms and feels that she has served the citizens well. Vice-Mayor King commented that she wants everyone to be aware of what she was stating. Vice-Mayor King advised that in the last Council Personnel Committee meeting, one of the Public Works employees stated that with all of the construction going on within the Town there are citizens that drive through the barricades. She expressed her dismay over citizens doing this.

Mayor Crewe advised that by consensus of the Town Council, they will instruct Town staff to find out what needs to be done to find the actuarial cost and who is covered by the Enhanced Benefits. He noted that, also, for staff to address the issue that there are barriers or a possible lack of encouragement to communicate with Council. Town Manager Sutherland stated that the topics will be addressed.

RE: OLD BUSINESS

Under Old Business, Town Manager Sutherland reported the following:

1. The Joint Industrial Development Authority of Wythe County will meet on Thursday, October 27, 2016, at 3:00 p.m., in the Council Chambers.
2. The Joint Governing Bodies meeting scheduled for Monday, October 31, 2016, has been canceled.
3. The Wytheville-Wythe-Bland Chamber of Commerce Annual Dinner meeting will be held next Tuesday, November 1, 2016, at the Wytheville Meeting Center.

4. There will be a Veteran's Day Ceremony on Friday, November 11, 2016, at 11:00 a.m., at the Wytheville Meeting Center.

RE: RECESS

Mayor Crewe noted that the Town Council will take a short recess. (8:06 p.m.)

RE: RECONVENE

Mayor Crewe advised that the Council will reconvene after a short recess. (8:12 p.m.) He inquired if anybody had any objection to changing the order of the agenda and returning to the Committee Reports later in the meeting. It was the consensus of the Council to change the order of the agenda.

RE: SPECIAL EXCEPTION PERMIT - VIP PETCARE

Mayor Crewe advised the next agenda item will be the issuance of a special exception permit to provide veterinary services at Tractor Supply at 1380 East Main Street, which is located in the Lee-Hy Shopping Center (former Big Lots Shopping Center) located on the north side of East Main Street between Cassell Road and the Mountain View Square Shopping Center, in a B-2 Business District. He noted that the Council has the recommendation from the Planning Commission that the request be disapproved. Mayor Crewe inquired if there is a motion concerning the special exception permit requested by VIP Petcare. Councilman Hundley inquired if he could request clarification about the services being provided in the parking lot. He noted the services could still be performed inside the Tractor Supply building, and if this was correct. Mayor Crewe stated that the request is a special use that is not identified in the Zoning Ordinance, therefore, it would not be allowed on that premises indoor or outdoor. Town Manager Sutherland stated that the reason it is a special exception is because veterinary offices are only permitted in M-1 and M-2 Industrial Districts and this happens to be a B-2 Business District and, by definition, it would be a special exception. Councilman Hundley thanked Mayor Crewe and Town Manager Sutherland for the clarification. Mayor Crewe inquired of Ms. Jalot the timeframe in which, if the request was approved at the meeting, the mobile services would begin. Ms. Jalot stated that VIP Petcare does have other locations in the area and that Wytheville would be a supplemental one to their route. She noted that it could be up to one month before the mobile clinic was set up in Wytheville. Mayor Crewe stated that discussion has been held about changing the ordinance to make this an allowed activity in certain districts, such as the B-2 Business District. He noted if it would be one to two months before VIP Petcare set up in Wytheville and the ordinance change was approved, VIP Petcare would not need the special exception permit. Vice-Mayor King advised that she has noted in the information provided in the Council packet that the Planning Commission has denied the request, and the reason the Town Council appoints the Planning Commission members is to study these types of requests. A motion was made by Vice-Mayor King and seconded by Councilwoman Taylor to support the recommendation of the Planning Commission and deny the request of VIP Petcare to provide veterinary services at Tractor Supply at 1380 East Main Street, which is located in the Lee-Hy Shopping Center (former Big Lots Shopping Center) located on the north side of East Main Street between Cassell Road and the Mountain View Square Shopping Center, in a B-2 Business District. Mayor Crewe inquired if there was any further discussion on the motion to deny the request for a special exception permit. There being none, the motion was approved with the following voting in favor and there being no opposition: For: Trenton G. Crewe, Jr., Jacqueline K. King, Thomas F. Hundley, Joseph E. Hand, Jr., Beth A. Taylor. Against: None.

Mayor Crewe advised that he does not know if there will be an action made to change the zoning, but if Ms. Jalot would like to watch the Town Council's minutes, she will see if there is such an action. He thanked Ms. Jalot for attending the meeting.

RE: BUDGET AND FINANCE COMMITTEE REPORT

Vice-Mayor King, reporting for the Budget and Finance Committee, stated that later in the meeting, the Council will consider, on first reading, an amendment to the Town's Personnel Policy that will provide employees with one (1) day of leave time to be identified as a personal leave day. She noted that the amendment will require an employee to schedule this personal leave day with their supervisor, and this day must be used within a calendar year. She commented that this new personal leave day amendment will become effective January 1, 2017. Vice-Mayor King noted that when the ordinance is considered later in the meeting, it would be the recommendation of the Budget and Finance Committee that it be approved on first, but not final, reading.

Vice-Mayor King, also, reported that as everyone is aware, the Council is working diligently in the downtown area to improve not only the economic viability of the downtown area but, also, the aesthetics. She advised that, currently, construction work is going on in the downtown area to replace the curb and gutter, as well as install new brick sidewalks with new lighting fixtures, etc. Vice-Mayor King stated that, also, in the process of improving the downtown area, there are building façades being improved by utilizing a program developed by the Town. She commented that the current Façade Program is only available to those businesses on Main Street between Fifth and Sixth Streets. Vice-Mayor King advised that the Town Council has received a number of inquiries from other businesses in the downtown area wanting to participate in the Façade Program. She noted that the Budget and Finance Committee believes that there is a great deal of merit in the Façade Program and would like to propose that the program be extended to the entire B-2 DT Business District. Vice-Mayor King remarked that the Budget and Finance Committee has attached, for Council's review, the stipulations that would describe the new program if adopted. She expressed that it would be the recommendation of the Budget and Finance Committee that the Council approve the expansion of the Façade Program as set forth in the guidelines. A motion was made by Vice-Mayor King and seconded by Councilwoman Taylor that the Council approve expanding the Façade Improvement Program to cover the B-2 DT General Business District – Downtown area, as well as other stipulations contained in the guidelines. Mayor Crewe inquired if there was any discussion on the motion to approve the expansion of the Façade Improvement Program. Mayor Crewe advised that in the middle of the Façade Improvement Grant Program Design under "Annual Budget" it states, "An annual budget of \$85,000 will be allocated as funds are available, with \$125,000 allocated the first year." He inquired of Assistant Town Manager Moore how there could be two different numbers. Assistant Town Manager Moore explained that this would be the amount of money Town staff anticipated being spent over a two year period. Mayor Crewe commented, therefore, that money was spent up front and early on, if he understands correctly. Assistant Town Manager Moore remarked that this is what Town staff anticipated the \$40,000 to be spent on early in the project. Mayor Crewe commented that, in fact, that really has not happened. Assistant Town Manager Moore remarked that the Town has not completed that project. Mayor Crewe explained that in downtown, there are three now. Town Manager Sutherland stated this is going forward. Assistant Town Manager Moore remarked this is going forward with the new programs. He noted that if there is a consultant for that work, the Town would need to hire another consultant or the same consultant to continue that. Town Manager Sutherland advised that the initial year would be \$85,000, as well as subsequent years. Mayor Crewe thanked Town Manager Sutherland and Assistant Town Manager Moore because he was confused by that point. Councilman Hundley inquired of Mayor Crewe if he is talking about the first item or second item. Mayor Crewe advised that he is talking about the second item on the Budget and Finance Committee Report, which is to expand the Façade Program. He noted that the first item on the report will be discussed later in the meeting as an ordinance. Mayor Crewe inquired if there was any further discussion on the motion to approve expanding the Façade Improvement Grant Program. There being none, the motion was approved with the following voting in favor and there being no opposition: For: Trenton G. Crewe, Jr., Jacqueline K. King, Thomas F. Hundley, Joseph E. Hand, Jr., Beth A. Taylor. Against: None. A copy of the Budget and Finance Committee report is attached and made part of these minutes.

RE: PUBLIC WORKS COMMITTEE REPORT

Councilman Hundley, reporting for the Public Works Committee, stated that now that autumn is upon us, the leaves are starting to fall. He remarked that as usual, the Town have had several inquiries with regard to its annual Leaf Collection Program. Councilman Hundley explained that it is anticipated that Town forces will begin collecting leaves at the curbside around the first of November. He noted that leaves will be collected as they are deposited, but as the month progresses, the volume of leaves that will be collected will increase and the collection efforts will be oriented to a street by street collection method. Councilman Hundley stated that as the Public Works Department approaches this cleanup effort, the Council would like to remind Town citizens to rake the leaves up to the side of the street, but not into the street. He explained that the accumulation of large quantities of leaves in the street tends to create traffic hazards. Councilman Hundley expressed that the Town's citizens should not pile any leaves into the street that will create any type of impediment to vehicular traffic. He commented that the Public Works Committee would, also, like to note that this week (October 24 – 28) is brush pickup week. Councilman Hundley remarked that the Public Works Committee would encourage citizens to get their brush out during this week because it is difficult to pick up any additional brush after the Leaf Collection Program begins. He explained that the Council thinks that this is an extremely helpful program to its town citizens and would hope that everybody will attempt to comply with the regulations. Mayor Crewe commented that he hopes everyone complies, however, he has already seen leaves in the street.

Councilman Hundley, also, reported that in the Town's efforts to improve the appearance of the downtown area, the Council believes that it would be helpful to relocate the current recycling facility from its location at Withers Park. He explained that the facility at the entrance of Withers Park is situated adjacent to Heritage Walk, and this walkway will be extended to the Elizabeth Brown Memorial Park in the upcoming year. Councilman Hundley stated that the Council does not think that the recycling facility is very attractive along this walkway and adjacent to Withers Park. He advised that the Town is constructing a new shelter in the lot of the Town Municipal Shop located on South Third Street with the intention to relocate the Recycling Center. Councilman Hundley explained that this location is easily accessible and will provide the same recycling containers as the current facility. He remarked that the shelter that is being constructed should be complete within the next month or so, and, at that time, the Town can start considering an effective move date. Councilman Hundley advised that there is no action required of the Council at this time, but the Public Works Committee did want to make citizens aware that the Town is planning to relocate the Recycling Center to the Town Shop. He explained that the Town realizes that the recycling facility is very popular with its citizens, and the Council wants to be sure that whatever it does continues to be convenient and user friendly. Mayor Crewe expressed that the Town is already receiving some negative feedback from this, therefore, this will be an interesting process to watch. Councilman Hundley stated that he thinks, overall, it will be a good decision. Mayor Crewe noted that he agreed.

Councilman Hundley, also, reported that in August of this year, the Council appropriated \$47,000 to Downtown Wytheville, Incorporated to conduct a Wayfinding Program. He stated that a Wayfinding Program provides signage and information systems for pedestrians and motorists navigating local streets seeking points of interest throughout the community. Councilman Hundley explained that Downtown Wytheville, Incorporated has now executed a contract with Frazier Associates to perform these studies. He noted that this firm is recommended by the Virginia Main Street Program who has utilized these consultants on a number of occasions. Councilman Hundley explained that these wayfinding services will involve a complete assessment of all of the Town's existing signs, gather input from citizens on important destinations that need to be marked and involve a variety of other factors including the best directions for these various signs. Councilman Hundley remarked that the initial step of conducting these studies is to appoint a Wayfinding Task Force Committee. He explained that this Wayfinding Task Group will consist of Mr. Todd Wolford and Mr. Mark Bloomfield representing Downtown Wytheville, Incorporated, and Ms. Rosa Jude and Mr. Brian Freeman representing the Town of Wytheville staff. Councilman Hundley expressed that the Council would like to recommend that Councilman Joseph Hand serve as the Council's liaison to this Committee. He commented that some of the identified user groups that will be part of these discussions will include Downtown Stakeholders/Property/Business owners, Wytheville Community College, Wytheville Parks and Recreation, input from all Town Citizens and Wytheville Business Owners, Wythe Arts Council, Wytheville-Wythe-Bland Chamber of Commerce and, of course, the Wytheville Town Council. Councilman Hundley stated that the Council wants these discussions to be as broad as possible and to incorporate all of the important features in this Wayfinding Program that people feel are appropriate and needed. He noted having said all of that, the only action needed to be taken by the Council at this meeting is to approve the people appointed to the Wayfinding Task Group. Councilman Hundley advised that it would be the motion of the Public Works Committee that these appointments be approved. A motion was made by Councilman Hundley and seconded by Councilman Hand for the Council to appoint the following individuals to the Wayfinding Task Force Committee: Todd Wolford and Mark Bloomfield, representing Downtown Wytheville, Inc.; Rosa Jude and Brian Freeman, representing the Town of Wytheville; and, Councilman Joseph Hand as the Council liaison. Mayor Crewe inquired if there was any discussion on the motion to appoint the individuals to the Wayfinding Task Force Committee. There being none, the motion was approved with the following voting in favor and there being no opposition: For: Trenton G. Crewe, Jr., Jacqueline K. King, Thomas F. Hundley, Joseph E. Hand, Jr., Beth A. Taylor. Against: None. A copy of the Public Works Committee report is attached and made part of these minutes.

RE: ORDINANCE NO. 1311

Mayor Crewe presented Ordinance No. 1311, an ordinance amending and reenacting Ordinance No. 1028, generally known as Personnel Rules, Regulations and Policies, of the Town of Wytheville, Virginia, so as to amend Section 5. Leaves of Absence, Subsection 5.9 Legal Holidays. Mayor Crewe advised that there is a recommendation from the Budget and Finance Committee that Ordinance No. 1311 be approved on first, but not final, reading. He noted that the amendment would, basically, add one personal leave day to the list of approved holidays and would become effective January 1, 2017. A motion was made by Vice-Mayor King and seconded by Councilwoman Taylor to approve Ordinance No. 1311, an ordinance amending and reenacting Ordinance No. 1028, generally known as Personnel Rules,

Regulations and Policies, of the Town of Wytheville, Virginia, so as to amend Section 5. Leaves of Absence, Subsection 5.9 Legal Holidays, on first, but not final, reading. Mayor Crewe inquired if there is any discussion on the motion to approve Ordinance No. 1311, on first, but not final, reading. There being none, the motion was approved with the following voting in favor and there being no opposition:

FOR: Trenton G. Crewe, Jr., Jacqueline K. King, Beth A. Taylor, Thomas F. Hundley, Joseph E. Hand, Jr.

AGAINST: None

ABSTENTIONS: None

Ordinance No. 1311 was approved on first, but not final, reading.

RE: RESOLUTION – HERITAGE WALK PROJECT

Mayor Crewe advised the next agenda item is a resolution authorizing an application to the Virginia Department of Transportation for Transportation Alternatives Set-Aside Program funding for the Heritage Walk Program. He inquired if there is a motion to adopt the resolution. A motion was made by Councilman Hundley and seconded by Vice-Mayor King to adopt a resolution authorizing an application to the Virginia Department of Transportation for Transportation Alternatives Set-Aside Program funding for the Heritage Walk Program. Mayor Crewe inquired if there is any discussion on the motion to adopt the resolution. There being none, the motion was approved with the following voting in favor and there being no opposition: For: Trenton G. Crewe, Jr., Jacqueline K. King, Thomas F. Hundley, Joseph E. Hand, Jr., Beth A. Taylor. Against: None.

RE: RESOLUTION – GEORGE WYTHER HIGH SCHOOL GOLF TEAM

Mayor Crewe advised the next agenda item is a resolution recognizing the accomplishments of the George Wythe High School Golf Team. He noted that this would recognize the Golf Team for winning their second championship in a row. Mayor Crewe inquired if there is a motion to adopt the resolution. A motion was made by Vice-Mayor King and seconded by Councilwoman Taylor to adopt a resolution recognizing the accomplishments of the George Wythe High School Golf Team. Mayor Crewe inquired if there is any discussion on the motion to adopt the resolution. There being none, the motion was approved with the following voting in favor and there being no opposition: For: Trenton G. Crewe, Jr., Jacqueline K. King, Thomas F. Hundley, Joseph E. Hand, Jr., Beth A. Taylor. Against: None. Mayor Crewe advised that the Council will try to present the resolution at the next Town Council meeting.

RE: APPOINTMENTS – BUILDING CODE APPEALS BOARD

Mayor Crewe advised the next agenda item is to consider an appointment of a member to the Building Code Appeals Board to fill the expired term of Mr. Dennis Suthers (term expired July 26, 2016). He explained that Mr. Suthers is not eligible to be reappointed. Mayor Crewe remarked that enclosed in the Council notebooks is an application for consideration to the Board. He inquired if there is a motion concerning the Building Code Appeals Board appointment. A motion was made by Councilman Hundley and seconded by Councilwoman Taylor to appoint Mr. David Schmidt to the Building Code Appeals Board to fill the expired term of Mr. Dennis Suthers (term expired July 26, 2016). Mayor Crewe inquired if there was any discussion on the motion to appoint Mr. Schmidt as a member to the Building Code Appeals Board. There being none, the motion was approved with the following voting in favor and there being no opposition: For: Trenton G. Crewe, Jr., Jacqueline K. King, Thomas F. Hundley, Joseph E. Hand, Jr., Beth A. Taylor. Against: None.

RE: APPOINTMENTS – JOINT INDUSTRIAL DEVELOPMENT AUTHORITY

Mayor Crewe advised the next agenda item is to consider the appointment or reappointment of a member to the Joint Industrial Development Authority to fill the expiring term of Dr. Charlie White (term expires November 10, 2016). He explained that Dr. White is eligible for reappointment and has indicated a willingness to serve again, if reappointed. A motion was made by Councilwoman Taylor and seconded by Councilman Hundley to reappoint Dr. Charlie White to the Joint Industrial Development Authority for a four-year term (term expires 11/10/20). Mayor Crewe inquired if there was any discussion on the motion to reappoint Dr. White as a member to the Joint Industrial Development Authority. There being none, the motion was approved with the following voting in favor and there being no opposition: For: Trenton G.

Crewe, Jr., Jacqueline K. King, Thomas F. Hundley, Joseph E. Hand, Jr., Beth A. Taylor.
Against: None.

RE: ADJOURNMENT

There being no further business to be discussed, a motion was duly made, seconded and carried to adjourn the meeting (8:31 p.m.).

Trenton G. Crewe, Jr., Mayor

Sharon G. Corvin, Town Clerk

BUDGET AND FINANCE COMMITTEE REPORT

OCTOBER 24, 2016

1. Later in the meeting, the Council will consider, on first reading, an amendment to the Town's Personnel Policy that will provide employees with one (1) day of leave time to be identified as a personal leave day. The amendment will require an employee to schedule this personal leave day with their supervisor, and this day must be used within a calendar year. This new personal leave day amendment will become effective January 1, 2017. When the ordinance is considered later in the meeting, it would be the recommendation of the Budget and Finance Committee that it be approved on first, but not final, reading.
2. As everyone is aware, we are working diligently in the downtown area to improve not only the economic viability of the downtown area but, also, the aesthetics. Currently, construction work is going on in the downtown area to replace the curb and gutter, as well as install new brick sidewalks with new lighting fixtures, etc. Also, in the process of improving the downtown area, there are building façades being improved by utilizing a program developed by the Town. The current Façade Program is only available to those businesses on Main Street between Fifth and Sixth Streets. We have received a number of inquiries from other businesses in the downtown area wanting to participate in the Façade Program. We believe that there is a great deal of merit in the Façade Program and would like to propose that the program be extended to the entire B-2 DT Business District. We have attached, for your review, the stipulations that would describe

the new program if adopted. It would be the recommendation of the Budget and Finance Committee that the Council approve the expansion of the Façade Program as set forth in the guidelines.

Jacqueline K. King

Beth A. Taylor

PUBLIC WORKS COMMITTEE REPORT

OCTOBER 24, 2016

1. Now that autumn is upon us, the leaves are starting to fall. As usual, we have had several inquiries with regard to our annual Leaf Collection Program. It is anticipated that Town forces will begin collecting leaves at the curbside around the first of November. Leaves will be collected as they are deposited, but as the month progresses, the volume of leaves that will be collected will increase and the collection efforts will be oriented to a street by street collection method. As we approach this cleanup effort, we would like to remind Town citizens to rake the leaves up to the side of the street, but not into the street. The accumulation of large quantities of leaves in the street tends to create traffic hazards. The Town's citizens should not pile any leaves into the street that will create any type of impediment to vehicular traffic. We would, also, like to note that this week (October 24 – 28) is brush pickup week. We would encourage citizens to get their brush out during this week because it is difficult to pick up any additional brush after the Leaf Collection Program begins. We think that this is an extremely helpful program to our town citizens and would hope that everybody will attempt to comply with the regulations.
2. In our efforts to improve the appearance of the downtown area, we believe that it would be helpful to relocate the current recycling facility from its location at Withers Park. The facility at the entrance of Withers Park is situated adjacent to Heritage Walk, and this walkway will be extended to the Elizabeth Brown Memorial Park in

the upcoming year. We do not think that the recycling facility is very attractive along this walkway and adjacent to Withers Park. We are constructing a new shelter in the lot of the Town Municipal Shop located on South Third Street with the intention to relocate the Recycling Center. This location is easily accessible and will provide the same recycling containers as the current facility. The shelter that is being constructed should be complete within the next month or so, and, at that time, we can start considering an effective move date. There is no action required of the Council at this time, but we did want to make citizens aware that we are planning to relocate the Recycling Center to the Town Shop. We realize that the recycling facility is very popular with our citizens, and we want to be sure that whatever we do continues to be convenient and user friendly.

3. In August of this year, the Council appropriated \$47,000 to Downtown Wytheville, Incorporated to conduct a Wayfinding Program. A Wayfinding Program provides signage and information systems for pedestrians and motorists navigating local streets seeking points of interest throughout the community. Downtown Wytheville, Incorporated has now executed a contract with Frazier Associates to perform these studies. This firm is recommended by the Virginia Main Street Program who has utilized these consultants on a number of occasions. These wayfinding services will involve a complete assessment of all of the Town's existing signs, gather input from citizens on important destinations that need to be marked and involve a variety of other factors including the best directions for these various signs. The initial step of conducting these studies is to appoint a Wayfinding Task Force Committee. This

Wayfinding Task Group will consist of Mr. Todd Wolford and Mr. Mark Bloomfield representing Downtown Wytheville, Incorporated, and Ms. Rosa Jude and Mr. Brian Freeman representing the Town of Wytheville staff. We would like to recommend that Councilman Joseph Hand serve as the Council's liaison to this Committee. Some of the identified user groups that will be part of these discussions will include Downtown Stakeholders/Property/Business owners, Wytheville Community College, Wytheville Parks and Recreation, input from all Town Citizens and Wytheville Business Owners, Wythe Arts Council, Wytheville-Wythe-Bland Chamber of Commerce and, of course, the Wytheville Town Council. We want these discussions to be as broad as possible and to incorporate all of the important features in this Wayfinding Program that people feel are appropriate and needed. Having said all of that, the only action needed to be taken by the Council this evening is to approve the people appointed to the Wayfinding Task Group. It would be the motion of the Public Works Committee that these appointments be approved.

Thomas F. Hundley

Joseph E. Hand, Jr.