

March 6, 2014

At a retreat of the Southampton County Board of Supervisors held at the old IP Building 28283 Old Bridge Road, Courtland, Virginia on March 6, 2014 at 1:00 PM.

SUPERVISORS PRESENT

Dallas O. Jones, Chairman (Drewryville)
Ronald M. West, Vice Chairman (Berlin-Ivor)
Dr. Alan W. Edwards (Jerusalem)
Glenn H. Updike (Newsoms)
Carl J. Faison (Boykins-Branchville)
Barry T. Porter (Franklin)
S. Bruce Phillips (Capron)

SUPERVISORS ABSENT

OTHERS PRESENT

Michael W. Johnson, County Administrator (Clerk)
Lynette C. Lowe, Deputy County Administrator/Chief Financial Officer
Julien W. Johnson, Jr. Public Utilities Director
Richard E. Riley, Jr., County Attorney
Cynthia J. Edwards, Administrative Secretary

OTHERS ABSENT

Chairman Jones called the meeting to order. He turned the meeting over to Mr. Michael Johnson for the opening presentation.

Mr. Michael Johnson opened with a Power Point presentation on the preliminary forecast. He said if anyone has any questions, please ask. This is your retreat.

FY 2015 BUDGET WORKSHOP

MARCH 6, 2014



TODAY'S AGENDA

| | |
|--------------------|---|
| 1:00 pm to 2:30 pm | Preliminary Forecast, Mike Johnson & Lynette Lowe |
| 2:30 pm to 3:15 pm | Sheriff, Hon. John B. Stutts |
| 3:15 pm to 3:30 pm | Break |
| 3:30 pm to 4:30 pm | Treasurer and Commissioner of the Revenue, Hon. David K. Britt & Hon. Amy B. Carr |
| 4:30 pm to 5:00 pm | Clerk of the Court, Hon. Richard L. Francis |
| 5:00 pm to 5:30 pm | Commonwealth's Attorney's Office, Hon. Eric A. Cooke |
| 5:30 pm to 6:15 pm | Dinner (Brought In) |
| 6:15 pm to 7:15 pm | Southampton County Schools, Dr. Alvera Parrish |
| 7:15 pm to 8:00 pm | Fire and Rescue, Carl Garner |
| 8:00 pm to 8:30 pm | Public Utilities, Julien Johnson |
| 8:30 pm | Adjourn |

TODAY'S OBJECTIVES

- Provide you with an overview of FY 2015 revenue projections
- Provide you with estimates for employee salaries and fringe benefits
- Seek your guidance on major issues for the initial draft budget
 - Pay plan adjustments
 - Salaries
 - Capital projects
 - School funding
- Provide you an opportunity to have dialogue with major stakeholders

LOCAL REVENUES

FINALLY IMPROVED!

GENERAL FUND REVENUES
SOUTHAMPTON COUNTY

| Category | FY 2012 Actual | FY 2013 Actual | FY 2013 Budget | Actual On Feb-14 | FY 2013 Projected | % Change |
|-------------------------------|-------------------|-------------------|-------------------|---------------------|----------------------|--------------|
| GENERAL PROPERTY TAXES | | | | | | |
| Real Estate | | | | | | |
| 0110-0-001 | 9,216,822 | 9,242,319 | 9,871,162 | 9,232,226 | 9,874,989 | 0.02% |
| 0110-0-002 | 232,864 | 249,873 | 220,000 | 242,617 | 250,000 | 16.64% |
| 0110-0-003 | 1,962 | 1,399 | 1,000 | 666 | 1,000 | 0.00% |
| 0110-0-010 | 188,116 | 228,282 | 120,000 | 120,822 | 150,000 | 0.00% |
| SUBTOTAL - REAL ESTATE | 9,649,764 | 10,009,873 | 10,212,162 | 9,737,331 | 10,274,989 | 0.94% |

GENERAL FUND REVENUES
SOUTHAMPTON COUNTY

| Category | FY 2012 Actual | FY 2013 Actual | FY 2013 Budget | Actual On Feb-14 | FY 2013 Projected | % Change |
|---|-------------------|-------------------|-------------------|---------------------|----------------------|---------------|
| GENERAL PROPERTY TAXES | | | | | | |
| Real Estate | | | | | | |
| 0110-0-001 | 9,216,822 | 9,242,319 | 9,871,162 | 9,232,226 | 9,874,989 | 0.02% |
| 0110-0-002 | 232,864 | 249,873 | 220,000 | 242,617 | 250,000 | 16.64% |
| 0110-0-003 | 1,962 | 1,399 | 1,000 | 666 | 1,000 | 0.00% |
| 0110-0-010 | 188,116 | 228,282 | 120,000 | 120,822 | 150,000 | 0.00% |
| SUBTOTAL - REAL ESTATE | 9,649,764 | 10,009,873 | 10,212,162 | 9,737,331 | 10,274,989 | 0.94% |
| Public Service Corporations | | | | | | |
| 01100-0-002 | 667,063 | 1,007,366 | 1,007,729 | 1,049,846 | 1,264,221 | 32.73% |
| 01100-0-003 | 9,272 | 4,226 | 4,226 | 9,272 | 12,826 | 196.26% |
| SUBTOTAL - PUB. SERVICE CORPORATIONS | 676,335 | 1,011,592 | 1,011,955 | 1,059,118 | 1,277,047 | 32.69% |

GENERAL FUND REVENUES
SOUTHAMPTON COUNTY

| Category | FY 2012 Actual | FY 2013 Actual | FY 2013 Budget | Actual On Feb-14 | FY 2013 Projected | % Change |
|---|-------------------|-------------------|-------------------|---------------------|----------------------|---------------|
| GENERAL PROPERTY TAXES | | | | | | |
| Real Estate | | | | | | |
| 0110-0-001 | 9,216,822 | 9,242,319 | 9,871,162 | 9,232,226 | 9,874,989 | 0.02% |
| 0110-0-002 | 232,864 | 249,873 | 220,000 | 242,617 | 250,000 | 16.64% |
| 0110-0-003 | 1,962 | 1,399 | 1,000 | 666 | 1,000 | 0.00% |
| 0110-0-010 | 188,116 | 228,282 | 120,000 | 120,822 | 150,000 | 0.00% |
| SUBTOTAL - REAL ESTATE | 9,649,764 | 10,009,873 | 10,212,162 | 9,737,331 | 10,274,989 | 0.94% |
| Public Service Corporations | | | | | | |
| 01100-0-002 | 667,063 | 1,007,366 | 1,007,729 | 1,049,846 | 1,264,221 | 32.73% |
| 01100-0-003 | 9,272 | 4,226 | 4,226 | 9,272 | 12,826 | 196.26% |
| SUBTOTAL - PUB. SERVICE CORPORATIONS | 676,335 | 1,011,592 | 1,011,955 | 1,059,118 | 1,277,047 | 32.69% |
| Personal Property Taxes | | | | | | |
| 01100-0-001 | 2,829,492 | 2,486,689 | 6,110,891 | 2,236,606 | 6,174,664 | 1.04% |
| 01100-0-002 | 206,492 | 226,222 | 200,000 | 167,142 | 200,000 | 10.00% |
| 01100-0-003 | 76,581 | 27,125 | 25,146 | 42,762 | 27,259 | 3.28% |
| 01100-0-004 | 428,225 | 419,873 | 422,151 | 475,126 | 474,221 | 11.22% |
| 01100-0-005 | 21,117 | 27,966 | 26,126 | 22,472 | 44,000 | 12.68% |
| 01100-0-007 | 142,661 | 80,680 | 100,000 | 100,476 | 100,771 | 6.21% |
| 01100-0-008 | 0 | 2,246,291 | 0 | 2,228,846 | 0 | 0.00% |
| SUBTOTAL - PERSONAL PROPERTY | 4,704,568 | 6,689,610 | 6,885,014 | 6,207,328 | 7,018,692 | 2.16% |

GENERAL FUND REVENUES
Southampton County

| Category | FY2012 Actual | FY2013 Actual | FY 2013 Budget | Actual On Feb-14 | FY 2013 Projected | %Change |
|---|------------------|-------------------|-------------------|---------------------|----------------------|---------------|
| GENERAL PROPERTY TAXES | | | | | | |
| Real Estate | | | | | | |
| 0110-0-001 | 9,214,802 | 9,240,219 | 9,876,145 | 9,235,226 | 9,274,669 | 0.02% |
| 0110-0-002 | 224,861 | 249,973 | 220,000 | 249,977 | 250,000 | -9.84% |
| 0110-0-003 | 1,962 | 1,999 | 1,000 | 642 | 1,000 | 0.00% |
| 0110-0-010 | 164,114 | 209,242 | 120,000 | 120,902 | 150,000 | 0.00% |
| SUBTOTAL - REAL ESTATE | 9,614,739 | 10,009,270 | 10,216,145 | 9,705,738 | 10,274,669 | 0.24% |
| Public Service Corporations | | | | | | |
| 0110-0-002 | 647,003 | 1,007,349 | 1,007,729 | 1,049,948 | 1,264,221 | 39.79% |
| 0110-0-003 | 9,272 | 4,229 | 4,229 | 9,270 | 12,824 | -196.29% |
| SUBTOTAL - PUB. SERVICE CORPORATIONS | 670,112 | 1,011,744 | 1,012,007 | 1,071,216 | 1,301,159 | 36.49% |
| Personal Property Taxes | | | | | | |
| 0110-0-001 | 2,824,492 | 3,449,649 | 4,110,921 | 3,228,606 | 4,174,464 | 1.04% |
| 0110-0-002 | 204,492 | 224,222 | 200,000 | 197,142 | 200,000 | 10.00% |
| 0110-0-003 | 74,381 | 27,129 | 22,142 | 42,740 | 27,099 | 3.29% |
| 0110-0-006 | 404,242 | 419,873 | 422,149 | 470,126 | 474,201 | -12.22% |
| 0110-0-005 | 21,117 | 27,946 | 26,126 | 25,470 | 44,000 | -5.49% |
| 0110-0-007 | 142,841 | 80,649 | 102,227 | 129,476 | 129,771 | 6.21% |
| 0110-0-008 | 0 | 2,246,241 | 0 | 2,228,648 | 0 | 0.00% |
| SUBTOTAL - PERSONAL PROPERTY | 4,701,451 | 6,666,610 | 6,638,670 | 6,291,720 | 7,079,462 | 2.16% |
| Machinery & Tools | | | | | | |
| 0110-0-001 | 222,260 | 247,678 | 247,678 | 271,600 | 3,219,789 | 277.02% |

GENERAL FUND REVENUES
Southampton County

| Category | FY2012 Actual | FY2013 Actual | FY 2013 Budget | Actual On Feb-14 | FY 2013 Projected | %Change |
|---|------------------|-------------------|-------------------|---------------------|----------------------|---------------|
| GENERAL PROPERTY TAXES | | | | | | |
| Real Estate | | | | | | |
| 0110-0-001 | 9,214,802 | 9,240,219 | 9,876,145 | 9,235,226 | 9,274,669 | 0.02% |
| 0110-0-002 | 224,861 | 249,973 | 220,000 | 249,977 | 250,000 | -9.84% |
| 0110-0-003 | 1,962 | 1,999 | 1,000 | 642 | 1,000 | 0.00% |
| 0110-0-010 | 164,114 | 209,242 | 120,000 | 120,902 | 150,000 | 0.00% |
| SUBTOTAL - REAL ESTATE | 9,614,739 | 10,009,270 | 10,216,145 | 9,705,738 | 10,274,669 | 0.24% |
| Public Service Corporations | | | | | | |
| 0110-0-002 | 647,003 | 1,007,349 | 1,007,729 | 1,049,948 | 1,264,221 | 39.79% |
| 0110-0-003 | 9,272 | 4,229 | 4,229 | 9,270 | 12,824 | -196.29% |
| SUBTOTAL - PUB. SERVICE CORPORATIONS | 670,112 | 1,011,744 | 1,012,007 | 1,071,216 | 1,301,159 | 36.49% |
| Personal Property Taxes | | | | | | |
| 0110-0-001 | 2,824,492 | 3,449,649 | 4,110,921 | 3,228,606 | 4,174,464 | 1.04% |
| 0110-0-002 | 204,492 | 224,222 | 200,000 | 197,142 | 200,000 | 10.00% |
| 0110-0-003 | 74,381 | 27,129 | 22,142 | 42,740 | 27,099 | 3.29% |
| 0110-0-006 | 404,242 | 419,873 | 422,149 | 470,126 | 474,201 | -12.22% |
| 0110-0-005 | 21,117 | 27,946 | 26,126 | 25,470 | 44,000 | -5.49% |
| 0110-0-007 | 142,841 | 80,649 | 102,227 | 129,476 | 129,771 | 6.21% |
| 0110-0-008 | 0 | 2,246,241 | 0 | 2,228,648 | 0 | 0.00% |
| SUBTOTAL - PERSONAL PROPERTY | 4,701,451 | 6,666,610 | 6,638,670 | 6,291,720 | 7,079,462 | 2.16% |
| Machinery & Tools | | | | | | |
| 0110-0-001 | 222,260 | 247,678 | 247,678 | 271,600 | 3,219,789 | 277.02% |
| Merchandise Capital | | | | | | |
| 0110-0-001 | 21,260 | 21,260 | 21,175 | 21,175 | 23,087 | 9.74% |

GENERAL FUND REVENUES
Southampton County

| Category | FY2012 Actual | FY2013 Actual | FY 2013 Budget | Actual On Feb-14 | FY 2013 Projected | %Change |
|---|------------------|-------------------|-------------------|---------------------|----------------------|---------------|
| GENERAL PROPERTY TAXES | | | | | | |
| Real Estate | | | | | | |
| 0110-0-001 | 9,214,802 | 9,240,219 | 9,876,145 | 9,235,226 | 9,274,669 | 0.02% |
| 0110-0-002 | 224,861 | 249,973 | 220,000 | 249,977 | 250,000 | -9.84% |
| 0110-0-003 | 1,962 | 1,999 | 1,000 | 642 | 1,000 | 0.00% |
| 0110-0-010 | 164,114 | 209,242 | 120,000 | 120,902 | 150,000 | 0.00% |
| SUBTOTAL - REAL ESTATE | 9,614,739 | 10,009,270 | 10,216,145 | 9,705,738 | 10,274,669 | 0.24% |
| Public Service Corporations | | | | | | |
| 0110-0-002 | 647,003 | 1,007,349 | 1,007,729 | 1,049,948 | 1,264,221 | 39.79% |
| 0110-0-003 | 9,272 | 4,229 | 4,229 | 9,270 | 12,824 | -196.29% |
| SUBTOTAL - PUB. SERVICE CORPORATIONS | 670,112 | 1,011,744 | 1,012,007 | 1,071,216 | 1,301,159 | 36.49% |
| Personal Property Taxes | | | | | | |
| 0110-0-001 | 2,824,492 | 3,449,649 | 4,110,921 | 3,228,606 | 4,174,464 | 1.04% |
| 0110-0-002 | 204,492 | 224,222 | 200,000 | 197,142 | 200,000 | 10.00% |
| 0110-0-003 | 74,381 | 27,129 | 22,142 | 42,740 | 27,099 | 3.29% |
| 0110-0-006 | 404,242 | 419,873 | 422,149 | 470,126 | 474,201 | -12.22% |
| 0110-0-005 | 21,117 | 27,946 | 26,126 | 25,470 | 44,000 | -5.49% |
| 0110-0-007 | 142,841 | 80,649 | 102,227 | 129,476 | 129,771 | 6.21% |
| 0110-0-008 | 0 | 2,246,241 | 0 | 2,228,648 | 0 | 0.00% |
| SUBTOTAL - PERSONAL PROPERTY | 4,701,451 | 6,666,610 | 6,638,670 | 6,291,720 | 7,079,462 | 2.16% |
| Machinery & Tools | | | | | | |
| 0110-0-001 | 222,260 | 247,678 | 247,678 | 271,600 | 3,219,789 | 277.02% |
| Merchandise Capital | | | | | | |
| 0110-0-001 | 21,260 | 21,260 | 21,175 | 21,175 | 23,087 | 9.74% |
| Penalties & Interest | | | | | | |
| 0110-0-001 | 209,602 | 197,041 | 122,000 | 126,821 | 129,000 | -10.22% |
| 0110-0-002 | 122,602 | 146,117 | 125,741 | 82,719 | 129,000 | 1.80% |
| 0110-0-003 | 19,241 | 25,921 | 21,000 | 25,629 | 22,000 | 4.79% |
| 0110-0-004 | 0 | 0 | 0 | 0 | 0 | 0.00% |
| 0110-0-005 | 0 | 0 | 0 | 0 | 0 | 0.00% |
| 0110-0-006 | 7,407 | 6,927 | 0 | 2,482 | 0 | 0.00% |
| 0110-0-007 | 7,269 | 7,412 | 0 | 4,249 | 0 | 0.00% |
| 0110-0-010 | 7,269 | 746 | 0 | 122 | 0 | 0.00% |
| SUBTOTAL-PENALTIES & INTEREST | 379,699 | 422,249 | 271,741 | 241,249 | 289,000 | -4.22% |

+\$1,485,610

GENERAL FUND REVENUES
Southampton County

| Category | FY 2012 Actual | FY 2013 Actual | FY 2014 Budget | Actual On Feb-14 | FY 2014 Projected | % Change |
|---|-------------------|-------------------|-------------------|-------------------|-------------------|---------------|
| GENERAL PROPERTY TAXES | | | | | | |
| Real Estate | | | | | | |
| 0110-0-001 CURRENT YEAR TAXES REAL ESTATE | 9,516,803 | 9,540,316 | 9,675,160 | 9,520,336 | 9,675,160 | 0.05% |
| 0110-0-002 12 MONTHS DELINQUENT REAL ESTATE | 222,864 | 249,879 | 220,000 | 249,879 | 250,000 | 10.84% |
| 0110-0-003 ROLLBACK TAXES | 1,962 | 1,369 | 1,000 | 642 | 1,000 | 0.00% |
| 0110-0-010 LAND REDEMPTIONS | 188,116 | 200,265 | 120,000 | 130,000 | 150,000 | 0.00% |
| SUBTOTAL - REAL ESTATE | 9,939,745 | 10,000,270 | 10,016,160 | 9,950,736 | 10,075,160 | 0.34% |
| Public Service Corporations | | | | | | |
| 0110-0-002 PUBLIC SERVICE CUR & DELINQ FE | 647,023 | 1,007,369 | 1,007,737 | 1,049,848 | 1,364,021 | 20.79% |
| 0110-0-003 PUBLIC SERVICE CUR & DELINQ FE | 3,072 | 4,226 | 4,226 | 4,270 | 12,826 | 196.35% |
| SUBTOTAL - PUB SERVICE CORPORATIONS | 650,095 | 1,011,595 | 1,011,963 | 1,054,118 | 1,376,847 | 26.69% |
| Personal Property Taxes | | | | | | |
| 0110-0-001 CURRENT YEAR TAXES PERSONAL | 2,620,400 | 2,620,669 | 2,610,000 | 2,620,669 | 2,615,811 | 1.01% |
| 0110-0-002 DELINQUENT TAXES PERSONAL PROP | 206,460 | 220,000 | 200,000 | 187,142 | 200,000 | 10.00% |
| 0110-0-003 MOBILE HOME TAX SUPP | 78,004 | 77,103 | 21,140 | 47,700 | 27,000 | 3.99% |
| 0110-0-004 FURNI SUPPLEMENTAL | 408,242 | 419,873 | 420,140 | 470,136 | 474,201 | 13.20% |
| 0110-0-005 FURNI MOBILE HOME PERSONAL | 21,117 | 27,346 | 26,136 | 22,470 | 14,000 | 15.08% |
| 0110-0-007 CONTRACTOR'S EQUIPMENT | 142,811 | 80,680 | 100,000 | 100,470 | 100,771 | 6.21% |
| 0110-0-008 PERSONAL PROPERTY TAX RELIEF A | 0 | 2,348,281 | 0 | 2,238,948 | 0 | 0.00% |
| SUBTOTAL - PERSONAL PROPERTY | 3,479,034 | 6,666,911 | 6,626,270 | 6,997,736 | 7,074,981 | 2.14% |
| Machinery & Tools | | | | | | |
| 0110-0-001 MACH TOOLS CURRENT TAXES | 222,260 | 247,678 | 247,678 | 274,600 | 1,304,700 | 277.00% |
| Merchandise/Capital | | | | | | |
| 0110-0-001 MERCHANTS CLIP CURRENT TAXES | 21,260 | 21,260 | 21,170 | 21,170 | 52,007 | 2.74% |
| Penalties & Interest | | | | | | |
| 0110-0-001 PENALTIES | 206,800 | 187,091 | 120,000 | 136,827 | 158,000 | -10.20% |
| 0110-0-002 INTEREST | 122,804 | 156,117 | 120,741 | 92,719 | 100,000 | 1.80% |
| 0110-0-003 ADMINISTRATIVE COSTS | 18,484 | 22,821 | 21,000 | 20,000 | 22,000 | 4.76% |
| 0110-0-004 ADVERTISING COSTS | 0 | 0 | 0 | 0 | 0 | 0.00% |
| 0110-0-005 TOWING FEES | 0 | 0 | 0 | 0 | 0 | 0.00% |
| 0110-0-006 DIVIDEND | 7,407 | 4,887 | 0 | 4,488 | 0 | 0.00% |
| 0110-0-007 CLOSURE COLLECTED | 7,269 | 7,442 | 0 | 4,248 | 0 | 0.00% |
| 0110-0-010 TOWING AUTHORITY SERVICE UNIT | 7,269 | 736 | 0 | 100 | 0 | 0.00% |
| SUBTOTAL-PENALTIES & INTEREST | 376,864 | 408,348 | 301,741 | 299,296 | 380,000 | -4.20% |
| GRAND TOTAL | 10,332,009 | 10,486,913 | 10,607,230 | 17,045,230 | 19,273,110 | 7.87% |

| Category | 2014 Actual | 2013 Actual | 2014 Budget | 2014 Actual | 2014 Projected | % Change |
|---------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------|
| REAL PROPERTY | 10,000,000 | 10,000,000 | 10,000,000 | 10,000,000 | 10,000,000 | 0.00% |
| PUBLIC SERVICE CORP | 650,095 | 1,011,595 | 1,011,963 | 1,054,118 | 1,376,847 | 26.69% |
| PERSONAL PROPERTY | 3,479,034 | 6,666,911 | 6,626,270 | 6,997,736 | 7,074,981 | 2.14% |
| MACHINERY & TOOLS | 222,260 | 247,678 | 247,678 | 274,600 | 1,304,700 | 277.00% |
| MERCHANTS CAPITAL | 21,260 | 21,260 | 21,170 | 21,170 | 52,007 | 2.74% |
| PENALTIES & INTEREST | 376,864 | 408,348 | 301,741 | 299,296 | 380,000 | -4.20% |
| GRAND TOTAL | 10,332,009 | 10,486,913 | 10,607,230 | 17,045,230 | 19,273,110 | 7.87% |

GENERAL FUND REVENUES
Southampton County

| Category | FY 2012 Actual | FY 2013 Actual | FY 2014 Budget | Actual On Feb-14 | FY 2014 Projected | % Change |
|-------------------------------------|------------------|------------------|------------------|------------------|-------------------|---------------|
| OTHER LOCAL TAXES | | | | | | |
| 0100-0-001 LOCAL SALES TAX | 1,056,646 | 1,056,646 | 1,056,646 | 1,056,646 | 1,056,646 | -11.44% |
| 0100-0-002 COMMUNICATIONS SALES TAX | 28,716 | 27,000 | 27,000 | 28,716 | 28,000 | -2.59% |
| SUBTOTAL - SALES TAX | 1,085,362 | 1,083,646 | 1,083,646 | 1,085,362 | 1,084,646 | -0.21% |

GENERAL FUND REVENUES
Southampton County

| Category | FY 2013 Actual | FY 2013 Actual | FY 2014 Budget | Actual On Feb-14 | FY 2013 Proposed | % Change |
|--------------------------------------|------------------|------------------|------------------|------------------|------------------|---------------|
| OTHER LOCAL TAXES | | | | | | |
| <i>Sales Tax</i> | | | | | | |
| 0100-0001 LOCAL SALES TAX | 115,888 | 821,680 | 884,271 | 274,737 | 263,800 | -11.68% |
| 0100-0002 COMMUNICATIONS SALES TAX | 228,718 | 270,286 | 273,000 | 268,759 | 263,000 | -2.08% |
| SUBTOTAL - SALES TAX | 1,074,611 | 1,185,438 | 1,211,271 | 704,463 | 1,100,000 | -7.01% |
| <i>Business License Taxes</i> | | | | | | |
| 0100-0001 OTHER BUSINESS LICENSES | 127,145 | 201,375 | 183,000 | 118,969 | 127,284 | 10.20% |
| 0100-0002 BUSINESS LICENSE PENALTY | 615 | 2,302 | 700 | 1,078 | 1,882 | 188.88% |
| 0100-0003 CONSUMPTION TAX | 20,088 | 20,770 | 47,527 | 28,877 | 20,000 | 5.28% |
| SUBTOTAL - BUS. LICENSE TAXES | 147,848 | 224,447 | 191,227 | 149,924 | 208,966 | 9.84% |

GENERAL FUND REVENUES
Southampton County

| Category | FY 2013 Actual | FY 2013 Actual | FY 2014 Budget | Actual On Feb-14 | FY 2013 Proposed | % Change |
|--------------------------------------|------------------|------------------|------------------|------------------|------------------|---------------|
| OTHER LOCAL TAXES | | | | | | |
| <i>Sales Tax</i> | | | | | | |
| 0100-0001 LOCAL SALES TAX | 115,888 | 821,680 | 884,271 | 274,737 | 263,800 | -11.68% |
| 0100-0002 COMMUNICATIONS SALES TAX | 228,718 | 270,286 | 273,000 | 268,759 | 263,000 | -2.08% |
| SUBTOTAL - SALES TAX | 1,074,611 | 1,185,438 | 1,211,271 | 704,463 | 1,100,000 | -7.01% |
| <i>Business License Taxes</i> | | | | | | |
| 0100-0001 OTHER BUSINESS LICENSES | 127,145 | 201,375 | 183,000 | 118,969 | 127,284 | 10.20% |
| 0100-0002 BUSINESS LICENSE PENALTY | 615 | 2,302 | 700 | 1,078 | 1,882 | 188.88% |
| 0100-0003 CONSUMPTION TAX | 20,088 | 20,770 | 47,527 | 28,877 | 20,000 | 5.28% |
| SUBTOTAL - BUS. LICENSE TAXES | 147,848 | 224,447 | 191,227 | 149,924 | 208,966 | 9.84% |
| <i>Motor Vehicle Licenses</i> | | | | | | |
| 0100-0001 MOTOR VEHICLE LICENSES | 418,684 | 411,801 | 412,788 | 262,487 | 412,000 | -3.18% |

GENERAL FUND REVENUES
Southampton County

| Category | FY 2013 Actual | FY 2013 Actual | FY 2014 Budget | Actual On Feb-14 | FY 2013 Proposed | % Change |
|--------------------------------------|------------------|------------------|------------------|------------------|------------------|---------------|
| OTHER LOCAL TAXES | | | | | | |
| <i>Sales Tax</i> | | | | | | |
| 0100-0001 LOCAL SALES TAX | 115,888 | 821,680 | 884,271 | 274,737 | 263,800 | -11.68% |
| 0100-0002 COMMUNICATIONS SALES TAX | 228,718 | 270,286 | 273,000 | 268,759 | 263,000 | -2.08% |
| SUBTOTAL - SALES TAX | 1,074,611 | 1,185,438 | 1,211,271 | 704,463 | 1,100,000 | -7.01% |
| <i>Business License Taxes</i> | | | | | | |
| 0100-0001 OTHER BUSINESS LICENSES | 127,145 | 201,375 | 183,000 | 118,969 | 127,284 | 10.20% |
| 0100-0002 BUSINESS LICENSE PENALTY | 615 | 2,302 | 700 | 1,078 | 1,882 | 188.88% |
| 0100-0003 CONSUMPTION TAX | 20,088 | 20,770 | 47,527 | 28,877 | 20,000 | 5.28% |
| SUBTOTAL - BUS. LICENSE TAXES | 147,848 | 224,447 | 191,227 | 149,924 | 208,966 | 9.84% |
| <i>Motor Vehicle Licenses</i> | | | | | | |
| 0100-0001 MOTOR VEHICLE LICENSES | 418,684 | 411,801 | 412,788 | 262,487 | 412,000 | -3.18% |
| <i>Recordation Taxes</i> | | | | | | |
| 0100-0001 RECORDATION TAXES | 38,038 | 38,038 | 43,788 | 22,012 | 33,000 | -32.88% |

GENERAL FUND REVENUES
Southampton County

| Category | FY 2012 Actual | FY 2013 Actual | FY 2014 Budget | Actual On Feb 14 | FY 2014 Projected | % Change |
|--------------------------------------|----------------|----------------|----------------|------------------|-------------------|----------|
| OTHER LOCAL TAXES | | | | | | |
| Sales Tax | | | | | | |
| 0100-0001 LOCAL SALES TAX | 215,888 | 201,882 | 204,571 | 272,737 | 262,800 | -11.48% |
| 0100-0002 COMMUNICATIONS SALES TAX | 22,719 | 270,296 | 275,000 | 228,759 | 262,000 | -0.28% |
| SUBTOTAL - SALES TAX | 1,078,811 | 1,195,438 | 1,211,571 | 704,493 | 1,104,000 | -7.21% |
| Business License Taxes | | | | | | |
| 0100-0001 OTHER BUSINESS LICENSES | 127,145 | 201,375 | 143,000 | 116,869 | 127,264 | 10.20% |
| 0100-0002 BUSINESS LICENSE PENALTY | 915 | 2,302 | 700 | 1,078 | 1,982 | 188.88% |
| 0100-0003 CONSUMPTION TAX | 20,048 | 20,770 | 47,327 | 28,877 | 20,000 | 2.28% |
| SUBTOTAL - BUS. LICENSE TAXES | 127,849 | 227,447 | 191,027 | 146,824 | 209,246 | 9.84% |
| Motor Vehicle Licenses | | | | | | |
| 0100-0001 MOTOR VEHICLE LICENSES | 418,444 | 411,801 | 413,788 | 262,487 | 413,000 | -0.19% |
| Recodation Taxes | | | | | | |
| 01070-0001 RECODATION TAXES | 38,038 | 38,838 | 43,788 | 22,012 | 22,000 | -38.84% |
| Problem Taxes | | | | | | |
| 01000-0001 LOCAL PROBLEM TAX | 0 | 10,627 | 8,000 | 2,874 | 2,000 | -37.20% |

GENERAL FUND REVENUES
Southampton County

| Category | FY 2012 Actual | FY 2013 Actual | FY 2014 Budget | Actual On Feb 14 | FY 2014 Projected | % Change |
|---------------------------------------|----------------|----------------|----------------|------------------|-------------------|----------|
| OTHER LOCAL TAXES | | | | | | |
| Sales Tax | | | | | | |
| 0100-0001 LOCAL SALES TAX | 215,888 | 201,882 | 204,571 | 272,737 | 262,800 | -11.48% |
| 0100-0002 COMMUNICATIONS SALES TAX | 22,719 | 270,296 | 275,000 | 228,759 | 262,000 | -0.28% |
| SUBTOTAL - SALES TAX | 1,078,811 | 1,195,438 | 1,211,571 | 704,493 | 1,104,000 | -7.21% |
| Business License Taxes | | | | | | |
| 0100-0001 OTHER BUSINESS LICENSES | 127,145 | 201,375 | 143,000 | 116,869 | 127,264 | 10.20% |
| 0100-0002 BUSINESS LICENSE PENALTY | 915 | 2,302 | 700 | 1,078 | 1,982 | 188.88% |
| 0100-0003 CONSUMPTION TAX | 20,048 | 20,770 | 47,327 | 28,877 | 20,000 | 2.28% |
| SUBTOTAL - BUS. LICENSE TAXES | 127,849 | 227,447 | 191,027 | 146,824 | 209,246 | 9.84% |
| Motor Vehicle Licenses | | | | | | |
| 0100-0001 MOTOR VEHICLE LICENSES | 418,444 | 411,801 | 413,788 | 262,487 | 413,000 | -0.19% |
| Recodation Taxes | | | | | | |
| 01070-0001 RECODATION TAXES | 38,038 | 38,838 | 43,788 | 22,012 | 22,000 | -38.84% |
| Problem Taxes | | | | | | |
| 01000-0001 LOCAL PROBLEM TAX | 0 | 10,627 | 8,000 | 2,874 | 2,000 | -37.20% |
| Transient Occupancy Taxes | | | | | | |
| 01010-0001 TRANSIENT OCCUPANCY TAX | 15,425 | 15,870 | 8,000 | 8,987 | 13,000 | 64.44% |
| 01010-0002 TRANS OCCUP TAX PENALTY | 0 | 0 | 0 | 0 | 0 | 0.00% |
| SUBTOTAL - TRANSIENT OCCUPANCY | 15,425 | 15,870 | 8,000 | 8,987 | 13,000 | 64.44% |

-\$77,150

GENERAL FUND REVENUES
Southampton County

| Category | FY 2012 Actual | FY 2013 Actual | FY 2014 Budget | Actual On Feb 14 | FY 2014 Projected | % Change |
|---------------------------------------|----------------|----------------|----------------|------------------|-------------------|----------|
| OTHER LOCAL TAXES | | | | | | |
| Sales Tax | | | | | | |
| 0100-0001 LOCAL SALES TAX | 215,888 | 201,882 | 204,571 | 272,737 | 262,800 | -11.48% |
| 0100-0002 COMMUNICATIONS SALES TAX | 22,719 | 270,296 | 275,000 | 228,759 | 262,000 | -0.28% |
| SUBTOTAL - SALES TAX | 1,078,811 | 1,195,438 | 1,211,571 | 704,493 | 1,104,000 | -7.21% |
| Business License Taxes | | | | | | |
| 0100-0001 OTHER BUSINESS LICENSES | 127,145 | 201,375 | 143,000 | 116,869 | 127,264 | 10.20% |
| 0100-0002 BUSINESS LICENSE PENALTY | 915 | 2,302 | 700 | 1,078 | 1,982 | 188.88% |
| 0100-0003 CONSUMPTION TAX | 20,048 | 20,770 | 47,327 | 28,877 | 20,000 | 2.28% |
| SUBTOTAL - BUS. LICENSE TAXES | 127,849 | 227,447 | 191,027 | 146,824 | 209,246 | 9.84% |
| Motor Vehicle Licenses | | | | | | |
| 0100-0001 MOTOR VEHICLE LICENSES | 418,444 | 411,801 | 413,788 | 262,487 | 413,000 | -0.19% |
| Recodation Taxes | | | | | | |
| 01070-0001 RECODATION TAXES | 38,038 | 38,838 | 43,788 | 22,012 | 22,000 | -38.84% |
| Problem Taxes | | | | | | |
| 01000-0001 LOCAL PROBLEM TAX | 0 | 10,627 | 8,000 | 2,874 | 2,000 | -37.20% |
| Transient Occupancy Taxes | | | | | | |
| 01010-0001 TRANSIENT OCCUPANCY TAX | 15,425 | 15,870 | 8,000 | 8,987 | 13,000 | 64.44% |
| 01010-0002 TRANS OCCUP TAX PENALTY | 0 | 0 | 0 | 0 | 0 | 0.00% |
| SUBTOTAL - TRANSIENT OCCUPANCY | 15,425 | 15,870 | 8,000 | 8,987 | 13,000 | 64.44% |
| GRAND TOTAL | 1,734,008 | 1,828,032 | 1,877,246 | 1,220,980 | 1,800,000 | -4.11% |

-\$98,421

GENERAL FUND REVENUES
Southampton County

| Category | FY 2012 Actual | FY 2013 Actual | FY 2013 Budget | Actual On Feb-14 | FY 2013 Projected | % Change |
|--------------------------------------|----------------|----------------|----------------|------------------|-------------------|----------------|
| PERMITS | | | | | | |
| 0100-0-001 DOG LICENSES | 9,738 | 9,738 | 9,200 | 14,421 | 17,000 | 3.09% |
| 0100-0-002 LAND USE APPLICATION FEES | 40,300 | 4,000 | 3,600 | 3,600 | 3,600 | -90.11% |
| 0100-0-003 TRAMPER FEES | 216 | 238 | 220 | 238 | 200 | -4.09% |
| 0100-0-006 ZONING FEES | 0 | 0 | 0 | 0 | 0 | 0.00% |
| 0100-0-007 PLUMBING FEES | 5,000 | 5,500 | 5,500 | 1,000 | 3,000 | -42.86% |
| 0100-0-008 BUILDING PERMITS | 7,875 | 10,900 | 9,000 | 0 | 0 | +18.00% |
| 0100-0-10 VOLUNTARY OSHA PROFFER | 1,738 | 0 | 0 | 0 | 0 | 0.00% |
| GRAND TOTAL | 136,238 | 130,928 | 132,220 | 21,600 | 21,600 | -81.84% |

+\$100,750

GENERAL FUND REVENUES
Southampton County

| Category | FY 2013 Actual | FY 2013 Actual | FY 2013 Budget | Actual On Feb-14 | FY 2013 Projected | % Change |
|---|----------------|----------------|----------------|------------------|-------------------|---------------|
| FINES & FORFEITURES | | | | | | |
| 0100-0-001 COURT FINES & FEES | 208,238 | 288,219 | 485,000 | 265,769 | 265,000 | 20.82% |
| 0100-0-002 INTEREST - UNPAID FINES | 438 | 7,242 | 220 | 4,417 | 1,000 | 300.00% |
| 0100-0-003 CONDUCTOR LATE FILING FEES | 200 | 0 | 0 | 0 | 0 | 0.00% |
| 0100-0-004 COURT HOUSE SECURITY FEES | 120,000 | 120,000 | 112,000 | 121,117 | 112,000 | 0.00% |
| 0100-0-009 JAIL DETENTION FEES | 1,654 | 1,640 | 0 | 1,000 | 0 | 0.00% |
| 0100-0-010 DNA BLOOD TESTING FEES | 212 | 244 | 0 | 244 | 0 | 0.00% |
| 0100-0-011 TOWN FINES-COURT UNPAID | 0 | 0 | 0 | 2,000 | 0 | 0.00% |
| 0100-0-012 TOWN FINES-CONVICTION-200 | 0 | 0 | 0 | 4,270 | 0 | 0.00% |
| 0100-0-013 TOWN FINES-HEAVYWEIGHTS-475 | 0 | 0 | 0 | 22,400 | 0 | 0.00% |
| 0100-0-014 ZONING COURT FINES-475 | 0 | 0 | 0 | 0 | 0 | 0.00% |
| 0100-0-015 TOWN INTEREST-COURT UNPAID | 0 | 0 | 0 | 2 | 0 | 0.00% |
| 0100-0-016 TOWN INTEREST-CONVICTION-201 | 0 | 0 | 0 | 18 | 0 | 0.00% |
| 0100-0-017 TOWN INTEREST-HEAVYWEIGHTS-475 | 0 | 0 | 0 | 88 | 0 | 0.00% |
| 0100-0-018 ZONING INTEREST | 0 | 0 | 0 | 0 | 0 | 0.00% |
| GRAND TOTAL | 632,520 | 719,997 | 697,220 | 698,399 | 698,000 | 16.87% |

No change

GENERAL FUND REVENUES
Southampton County

| Category | FY 2013 Actual | FY 2013 Actual | FY 2013 Budget | Actual On Feb-14 | FY 2013 Projected | % Change |
|---------------------------------------|----------------|----------------|----------------|------------------|-------------------|--------------|
| USE OF MONEY & PROPERTY | | | | | | |
| 0100-0-003 INTEREST ON INVESTMENTS | 9,642 | 11,244 | 4,000 | 1,800 | 4,000 | 0.00% |
| 0100-0-004 INTEREST ON TRUST ACCOUNTS | 15 | 15 | 0 | 7 | 0 | 0.00% |
| GRAND TOTAL | 9,657 | 11,259 | 4,000 | 1,807 | 4,000 | 0.00% |

GENERAL FUND REVENUES
Southampton County

-\$900

| Category | FY 2012 Actual | FY 2013 Actual | FY 2014 Budget | Actual On Feb 14 | FY 2014 Projected | % Change |
|-----------------------------|----------------------------------|----------------|----------------|------------------|-------------------|-----------|
| CHARGES FOR SERVICES | | | | | | |
| 0100-0003 | SHERIFF'S FEES | 1,900 | 400 | 3,000 | 4,700 | 20.00% |
| 0100-0004 | SHERIFF CONVEYANCE FEES | 6,979 | 10,000 | 0 | 2,150 | 0.00% |
| 0100-0018 | COLLECTOR'S FEE ACCOUNT | 20,000 | 20,000 | 4,400 | 17,000 | 0.00% |
| 0100-0021 | COMMONWEALTH ATTORNEY FEES | 3,000 | 3,000 | 1,500 | 1,500 | 30.00% |
| 0100-0022 | COM. CITY OF FRANKLIN | 20,000 | 20,000 | 20,000 | 20,000 | 0.00% |
| 0100-0023 | DEPARTMENT COMMONWEALTH'S (STN) | 0 | 0 | 0 | 0 | 100.00% |
| 0100-0024 | SCHOOL RESOURCE OFFICER FEES | 20,000 | 20,000 | 24,000 | 24,000 | 0.00% |
| 0100-0025 | SERVICES FEES (UNLICENSED TRUMP) | 20,000 | 20,000 | 20,000 | 20,000 | 0.00% |
| 0100-0026 | REPAIRS/RENT VFD-VIS | 4,700 | 4,800 | 0 | 4,100 | 0.00% |
| 0100-0027 | SERVICE CHARGES & TAX REPORT PRO | 4,400 | 4,200 | 3,000 | 0 | 0.00% |
| 0100-0028 | HEALTH TELEPHONE CONSULTANT | 30,000 | 25,000 | 30,000 | 18,000 | 0.00% |
| 0100-0029 | SECURITY TELEPHONE CONSULTANT | 40,000 | 40,000 | 30,000 | 28,000 | 0.00% |
| 0100-0030 | REPAIRS & WATER SALARIES | 10,000 | 10,000 | 0 | 10,000 | 0.00% |
| 0100-0031 | ELECTRICAL - RAIL | 4,400 | 4,400 | 0 | 3,700 | 0.00% |
| 0100-0032 | MISC. REPAIRS & BOOK UPDATES | 1,000 | 1,000 | 1,000 | 0 | -100.00% |
| 0100-0033 | PLUMBING | 2,100 | 4,100 | 1,000 | 0 | -100.00% |
| 0100-0034 | SALE OF MAPS & PRINTOUTS | 200 | 400 | 0 | 0 | 0.00% |
| 0100-0035 | PROJECT LIFE SAVER | 200 | 200 | 0 | 100 | 0.00% |
| 0100-0036 | SOLID WASTE MANAGEMENT FEES | 0 | 99,700 | 1,100,000 | 301,100 | 1,100,000 |
| | | 708,600 | 1,641,000 | 1,480,000 | 823,270 | 1,480,000 |

GENERAL FUND REVENUES
Southampton County

+\$28,018

| Category | FY 2012 Actual | FY 2013 Actual | FY 2014 Budget | Actual On Feb 14 | FY 2014 Projected | % Change |
|----------------------|-----------------------------------|----------------|----------------|------------------|-------------------|----------|
| MISCELLANEOUS | | | | | | |
| 0100-0001 | GENERAL OBLIGATION DEBT FROM CITY | 10,100 | 6,000 | 2,000 | 0 | -71.00% |
| 0100-0002 | REPAIRS/RENT VFD-VIS | 24,700 | 24,000 | 0 | 21,000 | 0.00% |
| 0100-0004 | REPAIRS/RENT VFD-VIS | 10,000 | 10,000 | 0 | 10,000 | 0.00% |
| 0100-0005 | SALE OF PROGRESSIVE SHIELD | 90,000 | 90,000 | 0 | 0 | 0.00% |
| 0100-0041 | LOCAL FEES COVER & COMP SERVICES | 0 | 2,000 | 0 | 1,000 | 0.00% |
| 0100-0042 | REPAIRS/RENT VFD-VIS | 10,400 | 20,000 | 0 | 0 | 0.00% |
| 0100-0003 | CITY OF FRANKLIN'S WAREHOUSE | 100,000 | 100,000 | 100,000 | 100,000 | 10.00% |
| 0100-0006 | GRANTS, DONATIONS, CONTRIBUTIONS | 20,000 | 14,000 | 0 | 20,000 | 0.00% |
| 0100-0004 | PURCHASER APPLICATION MAIL COST | 200 | 200 | 400 | 300 | 0.00% |
| 0100-0008 | CORNER REPAIRS/CLERK'S OFFICE | 3,700 | 3,600 | 3,000 | 3,000 | 0.00% |
| 0100-0007 | MISC. REPAIRS/RENT VFD-VIS | 0 | 700 | 0 | 0 | 0.00% |
| 0100-0008 | SHERIFF'S REPAIRS/RENT VFD-VIS | 0 | 0 | 0 | 0 | 0.00% |
| 0100-0010 | INDUSTRIAL CORP. TRUCK RENTAL | 400,000 | 400,000 | 400,000 | 200,000 | 1.00% |
| 0100-0012 | COMP. CAMPBELL FOUNDATION | 20,000 | 20,000 | 0 | 0 | 0.00% |
| 0100-0017 | SALE OF ORNAMENTAL MOUNTAIN OT | 0 | 0 | 0 | 0 | 0.00% |
| 0100-0020 | TAX OVERPAYMENT | 100 | 20 | 0 | -100 | 0.00% |
| 0100-0020 | CITY OF FRANKLIN LIST OF HER | 0 | 400 | 200 | 200 | 0.00% |
| GRAND TOTAL | 1,008,600 | 1,641,000 | 203,200 | 876,970 | 871,300 | 3.10% |

SUMMARY OF LOCAL PROJECTIONS

| | | |
|-------------------------|----|-----------|
| GENERAL PROPERTY TAXES | \$ | 1,485,610 |
| OTHER LOCAL TAXES | | (77,150) |
| PERMITS | | (98,421) |
| FINES & FORFEITURES | | 100,750 |
| USE OF MONEY & PROPERTY | | 0 |
| CHARGES FOR SERVICES | | (900) |
| MISCELLANEOUS | | 28,018 |
| | \$ | 1,437,907 |

SUMMARY OF LOCAL PROJECTIONS

| | | |
|----------------------------------|----|------------------|
| GENERAL PROPERTY TAXES | \$ | 1,485,610 |
| OTHER LOCAL TAXES | | (77,150) |
| PERMITS | | (98,421) |
| FINES & FORFEITURES | | 100,750 |
| USE OF MONEY & PROPERTY | | 0 |
| CHARGES FOR SERVICES | | (900) |
| MISCELLANEOUS | | 28,018 |
| | \$ | <u>1,437,907</u> |
| TRANSFER-IN GENERAL FUND RESERVE | | (460,564) |
| NET GROWTH | \$ | <u>977,343</u> |

STATE REVENUES PRELIMINARY

| | | |
|---------------------------------|----|----------------|
| NON-CATEGORICAL AID | \$ | 14,500 |
| CATEGORICAL-COMMONWEALTH'S ATTY | | 10,135 |
| CATEGORICAL-SHERIFF | | 96,204 |
| CATEGORICAL-COMMISSIONER OF REV | | 1,709 |
| CATEGORICAL-TREASURER | | 1,202 |
| CATEGORICAL-MEDICAL EXAMINER | | 0 |
| CATEGORICAL-CIRCUIT COURT CLERK | | 24,832 |
| OTHER CATEGORICAL AID | | (18,331) |
| NET GROWTH | \$ | <u>130,051</u> |

PERSONNEL

YOUR LARGEST INVESTMENT

ORIGINAL PAY PLAN 2006

| Grade | Begin | SY 5 | SY 10 | SY 15 | SY 20 | SY 25 | SY 30 | SY 35 | SY 40 |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 11 | 17,785 | 19,011 | 20,234 | 21,457 | 22,680 | 23,902 | 25,125 | 26,348 | 27,571 |
| 15 | 21,621 | 23,107 | 24,594 | 26,080 | 27,567 | 29,053 | 30,539 | 32,026 | 33,512 |
| 16 | 22,702 | 24,283 | 25,824 | 27,364 | 28,945 | 30,526 | 32,067 | 33,627 | 35,188 |
| 17 | 23,837 | 25,476 | 27,115 | 28,753 | 30,392 | 32,031 | 33,670 | 35,305 | 36,947 |
| 18 | 25,029 | 26,750 | 28,471 | 30,191 | 31,912 | 33,633 | 35,354 | 37,074 | 38,785 |
| 19 | 26,280 | 28,087 | 29,894 | 31,700 | 33,507 | 35,314 | 37,121 | 38,927 | 40,734 |
| 20 | 27,594 | 29,491 | 31,365 | 33,255 | 35,183 | 37,080 | 38,977 | 40,874 | 42,771 |
| 21 | 28,974 | 30,966 | 32,905 | 34,850 | 36,942 | 38,934 | 40,928 | 42,918 | 44,910 |
| 22 | 30,423 | 32,515 | 34,606 | 36,606 | 38,789 | 40,881 | 42,972 | 45,064 | 47,155 |
| 23 | 31,944 | 34,140 | 36,338 | 38,432 | 40,729 | 42,925 | 45,121 | 47,317 | 49,513 |
| 24 | 33,541 | 35,847 | 38,153 | 40,349 | 42,765 | 45,071 | 47,377 | 49,683 | 51,989 |
| 25 | 35,215 | 37,639 | 40,061 | 42,352 | 44,803 | 47,324 | 49,746 | 52,167 | 54,585 |
| 26 | 36,979 | 39,521 | 42,064 | 44,450 | 47,148 | 49,690 | 52,233 | 54,775 | 57,317 |
| 27 | 38,835 | 41,497 | 44,167 | 46,636 | 49,506 | 52,175 | 54,844 | 57,514 | 60,183 |
| 28 | 40,789 | 43,572 | 46,375 | 48,918 | 51,981 | 54,783 | 57,588 | 60,389 | 63,192 |
| 29 | 42,835 | 45,751 | 48,694 | 51,397 | 54,580 | 57,523 | 60,488 | 63,409 | 66,352 |
| 32 | 52,033 | 55,610 | 59,185 | 62,765 | 66,342 | 69,919 | 73,497 | 77,074 | 80,651 |
| 34 | 54,635 | 58,391 | 62,147 | 65,903 | 69,680 | 73,416 | 77,172 | 80,928 | 84,684 |
| 35 | 57,367 | 61,311 | 65,285 | 69,199 | 73,143 | 77,086 | 81,030 | 84,974 | 88,918 |
| 37 | 63,247 | 67,595 | 71,943 | 76,291 | 80,640 | 84,988 | 89,336 | 93,684 | 98,032 |

PAY PLAN ADJUSTED 2008

| Grade | Begin | BY 6 | BY 10 | BY 16 | BY 20 | BY 26 | BY 30 | BY 36 | BY 40 |
|-------|--------|--------|--------|--------|--------|---------|---------|---------|---------|
| 11 | 18,322 | 19,581 | 20,841 | 22,100 | 23,360 | 24,619 | 25,879 | 27,139 | 28,398 |
| 15 | 22,270 | 23,801 | 25,332 | 26,863 | 28,393 | 29,924 | 31,455 | 32,986 | 34,517 |
| 16 | 23,383 | 24,991 | 26,598 | 28,206 | 29,813 | 31,421 | 33,028 | 34,636 | 36,244 |
| 17 | 24,552 | 26,240 | 27,928 | 29,616 | 31,304 | 32,992 | 34,680 | 36,367 | 38,095 |
| 18 | 25,780 | 27,552 | 29,325 | 31,097 | 32,889 | 34,642 | 36,414 | 38,186 | 39,999 |
| 19 | 27,068 | 28,929 | 30,790 | 32,651 | 34,512 | 36,373 | 38,234 | 40,096 | 41,995 |
| 20 | 28,422 | 30,376 | 32,350 | 34,284 | 36,238 | 38,192 | 40,146 | 42,100 | 44,054 |
| 21 | 29,843 | 31,895 | 33,947 | 35,999 | 38,090 | 40,102 | 42,194 | 44,206 | 46,257 |
| 22 | 31,336 | 33,490 | 35,644 | 37,798 | 39,993 | 42,107 | 44,281 | 46,415 | 48,570 |
| 23 | 32,902 | 35,164 | 37,426 | 39,688 | 41,980 | 44,212 | 46,474 | 48,736 | 50,996 |
| 24 | 34,547 | 36,922 | 39,298 | 41,673 | 44,048 | 46,423 | 48,798 | 51,173 | 53,548 |
| 25 | 36,275 | 38,768 | 41,262 | 43,756 | 46,280 | 48,744 | 51,238 | 53,732 | 56,226 |
| 26 | 38,088 | 40,707 | 43,325 | 45,944 | 48,592 | 51,181 | 53,799 | 56,418 | 59,037 |
| 27 | 39,983 | 42,742 | 45,492 | 48,241 | 50,991 | 53,740 | 56,490 | 59,239 | 61,988 |
| 28 | 41,962 | 44,879 | 47,766 | 50,663 | 53,540 | 56,427 | 59,314 | 62,201 | 65,088 |
| 29 | 44,092 | 47,124 | 50,155 | 53,186 | 56,217 | 59,249 | 62,280 | 65,311 | 68,343 |
| 30 | 46,296 | 49,479 | 52,662 | 55,845 | 59,028 | 62,211 | 65,394 | 68,577 | 71,780 |
| 31 | 48,512 | 51,954 | 55,296 | 58,638 | 61,980 | 65,322 | 68,664 | 72,006 | 75,348 |
| 32 | 51,043 | 54,552 | 58,061 | 61,570 | 65,078 | 68,587 | 72,096 | 75,605 | 79,114 |
| 33 | 53,694 | 57,279 | 60,963 | 64,648 | 68,332 | 72,017 | 75,701 | 79,386 | 83,071 |
| 34 | 56,474 | 60,143 | 64,012 | 67,880 | 71,749 | 75,618 | 79,487 | 83,386 | 87,225 |
| 35 | 59,388 | 63,150 | 67,212 | 71,275 | 75,337 | 79,399 | 83,461 | 87,523 | 91,586 |
| 37 | 65,144 | 69,623 | 74,102 | 78,580 | 83,059 | 87,537 | 92,016 | 96,494 | 100,973 |
| 38 | 68,401 | 73,104 | 77,806 | 82,809 | 87,212 | 91,914 | 96,617 | 101,319 | 106,022 |
| 39 | 71,821 | 76,759 | 81,697 | 86,634 | 91,572 | 96,510 | 101,448 | 106,385 | 111,323 |
| 40 | 75,413 | 80,597 | 85,782 | 90,968 | 96,181 | 101,336 | 106,520 | 111,704 | 116,889 |

PROPOSED ADJUSTMENT 2014

Adjusts for the VRS Phase-In
1% - 1% - 1%

| Grade | Begin | BY 5 | BY 10 | BY 15 | BY 20 | BY 25 | BY 30 | BY 35 | BY 40 |
|-------|--------|--------|--------|--------|--------|---------|---------|---------|---------|
| 11 | 18,377 | 20,175 | 21,472 | 22,770 | 24,068 | 25,365 | 26,663 | 27,961 | 29,259 |
| 15 | 22,944 | 24,522 | 26,099 | 27,676 | 29,254 | 30,831 | 32,409 | 33,986 | 35,563 |
| 16 | 24,092 | 25,748 | 27,404 | 29,060 | 30,717 | 32,373 | 34,029 | 35,686 | 37,342 |
| 17 | 25,296 | 27,035 | 28,774 | 30,513 | 32,252 | 33,991 | 35,730 | 37,469 | 39,208 |
| 18 | 26,561 | 28,387 | 30,213 | 32,039 | 33,866 | 35,691 | 37,517 | 39,344 | 41,170 |
| 19 | 27,889 | 29,806 | 31,723 | 33,641 | 35,588 | 37,475 | 39,393 | 41,310 | 43,227 |
| 20 | 29,283 | 31,296 | 33,309 | 35,323 | 37,336 | 39,349 | 41,382 | 43,376 | 45,389 |
| 21 | 30,747 | 32,861 | 34,975 | 37,089 | 39,203 | 41,317 | 43,431 | 45,546 | 47,689 |
| 22 | 32,285 | 34,505 | 36,724 | 38,944 | 41,163 | 43,383 | 45,602 | 47,822 | 50,041 |
| 23 | 33,899 | 36,230 | 38,560 | 40,891 | 43,221 | 45,552 | 47,883 | 50,213 | 52,544 |
| 24 | 35,594 | 38,041 | 40,488 | 42,935 | 45,383 | 47,830 | 50,277 | 52,724 | 55,171 |
| 25 | 37,374 | 39,943 | 42,513 | 45,082 | 47,651 | 50,221 | 52,790 | 55,380 | 57,929 |
| 26 | 39,242 | 41,940 | 44,638 | 47,336 | 50,034 | 52,732 | 55,430 | 58,127 | 60,825 |
| 27 | 41,205 | 44,037 | 46,870 | 49,703 | 52,536 | 55,368 | 58,201 | 61,034 | 63,867 |
| 28 | 43,264 | 46,239 | 49,213 | 52,188 | 55,182 | 58,137 | 61,111 | 64,085 | 67,080 |
| 29 | 45,423 | 48,551 | 51,675 | 54,798 | 57,921 | 61,044 | 64,167 | 67,290 | 70,413 |
| 30 | 47,689 | 50,979 | 54,258 | 57,537 | 60,817 | 64,096 | 67,376 | 70,655 | 73,934 |
| 31 | 50,065 | 53,528 | 56,971 | 60,414 | 63,888 | 67,301 | 70,744 | 74,187 | 77,631 |
| 32 | 52,559 | 56,205 | 59,820 | 63,435 | 67,050 | 70,666 | 74,281 | 77,896 | 81,511 |
| 33 | 55,178 | 59,014 | 62,810 | 66,607 | 70,403 | 74,199 | 77,995 | 81,791 | 85,588 |
| 34 | 57,919 | 61,965 | 65,951 | 69,937 | 73,923 | 77,909 | 81,896 | 85,881 | 89,867 |
| 35 | 60,788 | 65,064 | 69,249 | 73,434 | 77,619 | 81,805 | 85,990 | 90,175 | 94,361 |
| 37 | 67,118 | 71,733 | 76,347 | 80,961 | 85,575 | 90,190 | 94,804 | 99,418 | 104,032 |
| 38 | 70,474 | 75,319 | 80,164 | 85,009 | 89,854 | 94,699 | 99,544 | 104,389 | 109,234 |
| 39 | 73,997 | 79,085 | 84,172 | 89,259 | 94,347 | 99,434 | 104,521 | 109,609 | 114,696 |
| 40 | 77,688 | 83,040 | 88,381 | 93,723 | 99,064 | 104,406 | 109,747 | 115,089 | 120,430 |

COST TO IMPLEMENT

| Page: 1 of 10 | 2013-2014 CURRENT \$ SALARY | \$ Salary updated per salary scale for 2014/15 (base in green) | 1.00% Cost of Living Adjustment | 2.00% Cost of Living Adjustment |
|---------------|-----------------------------------|---|--|--|
| TOTAL | \$384,752 | \$388,242 | \$394,984 | \$398,243 |
| | | NCR 169,813 | 22,848 | 105,582 |

IMPLEMENTATION BREAKDOWN

| Page: 1 of 10 | 2013-2014 CURRENT \$ SALARY | \$ Salary updated per salary scale for 2014/15 (base in green) | 1.00% Cost of Living Adjustment | 2.00% Cost of Living Adjustment |
|---------------|-----------------------------------|---|--|--|
| TOTAL | \$384,752 | \$388,242 | \$394,984 | \$398,243 |
| | | NCR 169,813 | 22,848 | 105,582 |

| Increase by Department | | | | |
|-----------------------------------|-------|----------------|---------------|----------------|
| County Administration | 741 | 2,025 | 6,110 | |
| Public Collector | 1,204 | 1,402 | 2,002 | |
| Buildings and Grounds | 4,019 | 1,167 | 2,220 | |
| Victim Witness | 814 | 24 | 1,109 | |
| Clerk of the Circuit Court | 0 | 2,801 | 2,801 | |
| Information Technology Department | 2,244 | 1,276 | 2,121 | |
| Commissioner of the Revenue | 1,010 | 1,489 | 2,220 | |
| School Resource Office | 1,012 | 24 | 690 | |
| SW | 1,722 | 24 | 1,171 | |
| Witness Center P&P | 920 | 24 | 629 | |
| Registration Office | 229 | 69 | 1,220 | |
| Accounting Department | 2,149 | 60 | 1,419 | |
| Deanery | 2,849 | 14,222 | 22,210 | |
| SW | 627 | 2,779 | 2,229 | |
| Law Enforcement | 2,874 | 9,473 | 16,949 | |
| Treasurer's Office | 2,229 | 1,722 | 2,244 | |
| Communications/Strategy Office | 272 | 2,720 | 2,241 | |
| Judicial Control | 172 | 69 | 629 | |
| Subtotal County | | 141,441 | 47,699 | 85,921 |
| Enterprise System | | 2,622 | 480 | 9,779 |
| Total County and Enterprise Fund | | 169,813 | 22,848 | 105,700 |
| | | | fundings | 105,998 |

IMPLEMENTATION BREAKDOWN

| Page: 1 of 10 | 2013-2014 CURRENT \$ SALARY | \$ Salary updated per salary scale for 2014/15 (base in green) | 1.00% Cost of Living Adjustment | 2.00% Cost of Living Adjustment |
|---------------|-----------------------------------|---|--|--|
| TOTAL | \$384,752 | \$388,242 | \$394,984 | \$398,243 |
| | | NCR 169,813 | 22,848 | 105,582 |

| Increase by Department | | | | |
|-----------------------------------|-------|----------------|---------------|----------------|
| County Administration | 741 | 2,025 | 6,110 | |
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| Communications/Strategy Office | 272 | 2,720 | 2,241 | |
| Judicial Control | 172 | 69 | 629 | |
| Subtotal County | | 141,441 | 47,699 | 85,921 |
| Enterprise System | | 2,622 | 480 | 9,779 |
| Total County and Enterprise Fund | | 169,813 | 22,848 | 105,700 |
| | | | fundings | 105,998 |

169,813
52,848
222,661

IMPLEMENTATION BREAKDOWN

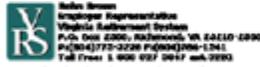
| Preparation/2014 LCL | 2013-2014 CURRENT SALARY | \$ Salary updated per new salary scale for 2014 VRS phase-in | 1.00% Cost of Living Adjustment | 2.00% Cost of Living Adjustment |
|-----------------------------------|--------------------------|--|---------------------------------|---------------------------------|
| TOTAL | \$284,752 | \$282,512 | \$214,284 | \$282,512 |
| | | INCR 169,813 | 20,968 | 105,698 |
| Increased by Department | | | | |
| County Administration | | 741 | 2,322 | 4,110 |
| Rates Collection | | 12044 | 1,402 | 2,202 |
| Buildings and Grounds | | 2019 | 1,127 | 2,282 |
| Vision Welfare | | 2418 | 24 | 1,122 |
| Clerk of the Circuit Court | | 0 | 2,201 | 2,201 |
| Information Technology Department | 169,813 | 169,813 | 2244 | 2,121 |
| Commissioner of the Revenue | | 12429 | 1,469 | 2,288 |
| School Resource Office | 52,848 | | 1012 | 222 |
| 911 | | 1722 | 89 | 1,121 |
| Wireless 911 P&P | | 820 | 23 | 629 |
| Registrar's Office | 222,661 | | 229 | 1,282 |
| Accounting Department | | 2144 | 82 | 1,242 |
| Delegation | | 22448 | 14,222 | 22,210 |
| 911 | | 4827 | 2,121 | 2,222 |
| Law Enforcement | | 22274 | 2,221 | 18,242 |
| Treasurer's Office | | 2222 | 1,221 | 2,221 |
| Communications/Security Office | | 222 | 2,221 | 2,221 |
| Criminal Control | | 122 | 22 | 222 |
| Subtotal County | | 141,441 | 47,222 | 62,221 |
| Emergency System | | 2222 | 4,221 | 2,222 |
| Total = County and Emergency Fund | | 169,813 | 20,968 | 105,698 |
| | | 169,813 | 20,968 | 105,698 |

VRS RATES

From: Rohn Brown [mailto:rohn.brown@vaactive.org]
 Sent: Friday, January 24, 2014 12:18 PM
 To: 'jsteele@southamptoncounty.org'
 Cc: Rohn Brown
 Subject: VRS Retirement Rates for FY 2015 and 2016

June-
 You should get the rate letter later this month. For your information, the Southampton County (55187) employer rate for VRS retirement not including the 5% member contribution for FY 2015 and FY 2016 is 14.35%. This is a biennium rate that will start on July 1, 2014. The Group Life Insurance rate was certified at 1.32%, but the Governor and/or General Assembly in the upcoming session could change it as they have done in past years. I am checking on your Health Insurance Credit rate for FY 2015 and 2016.

Rohn Brown



EMAILS TO AND FROM VRS ARE NOT SECURE
 Please do not send personal information, including full Social Security Numbers, in any email or attachment.

| | |
|---------|---------|
| FY 2014 | FY 2015 |
| 14.55% | 14.45% |

\$5,000 savings

HEALTH INSURANCE

Mike Johnson

From: Johnson, Morgan M <Morgan.Johnson@anthem.com>
 Sent: Thursday, February 20, 2014 11:49 AM
 To: June Steele; Mike Johnson
 Subject: TLC Renewal
 Attachments: Southampton County - FY15 TLC Renewal eBinder.pdf; TLC EmployerDataSheet-2014 (FORM).pdf

Good afternoon June and Michael,
 I am writing to inform you of the renewal for Southampton County's TLC Health Care Program. We have reviewed the claims for the 2013 year and in order to continue with the same benefits, the rates will need to increase 5%.
 I am happy to meet with you or schedule a call to discuss the renewal in more detail but I do want to point out a couple of important factors that impacted the renewal. First, I will say this is actually a great renewal even though I know any increase is hard to accept. Annual trend is currently 6% so your group has performed below this benchmark. Southampton County has shown a slight decline in enrollment from the prior year, -6.2% yet an increase in demographic factor. This is a consideration of age, sex, tier status in comparison to the pool and having a smaller population with increased demographics can increase projections.

HEALTH INSURANCE

| FY 2014 | | | | FY2015 | | | |
|-------------------------------|----------|----------|-------|-------------------------------|----------|----------|-------|
| KEY ADVANTAGE EXPANDED | | | | KEY ADVANTAGE EXPANDED | | | |
| | Employee | Employer | Total | | Employee | Employer | Total |
| Single | 115 | 580 | 695 | Single | 122 | 608 | 730 |
| Dual | 449 | 837 | 1,286 | Dual | 462 | 889 | 1,351 |
| Family | 733 | 1,144 | 1,877 | Family | 752 | 1,219 | 1,971 |
| KEY ADVANTAGE 250 | | | | KEY ADVANTAGE 250 | | | |
| | Employee | Employer | Total | | Employee | Employer | Total |
| Single | 62 | 580 | 642 | Single | 66 | 608 | 674 |
| Dual | 351 | 837 | 1,188 | Dual | 358 | 889 | 1,247 |
| Family | 589 | 1,144 | 1,733 | Family | 601 | 1,219 | 1,820 |

+\$82,627, including DSS

LATER TODAY

THE THINGS I THINK YOU'LL HEAR

SHERIFF

- Staff promotions and other changes - **\$31,975**
- Office security - **\$33,000**
- Maintenance contracts - **\$25,000**
- Computers - **\$3,000**
- Jail Farm kitchen & cafeteria - **TBD**
- Courthouse Security Fees & Generator

TREASURER AND COMMISSIONER

- Staff salaries
- Computer equipment - **\$12,000**
- Office supplies - **\$1,500**
- Travel & education - **\$4,000**

COMMONWEALTH ATTORNEY

- Case Management Software - **\$40,000**
- Technology improvements - **\$23,300**
- Dues & membership - **\$1,825**
- Travel & training - **\$1700**
- Office Supplies - **\$9,000**
- Staff salaries

SOUTHAMPTON COUNTY SCHOOLS

| SCPS Urgent Needs and Priorities for 2014-2015 | |
|--|-----------------------------|
| INSTRUCTIONAL BUDGET | |
| ELEMENTARY | \$194,441 |
| SECONDARY | \$102,257 |
| TECHNOLOGY | \$ 25,000 |
| OPERATIONS INCREASE | \$ 35,981 |
| ADMINISTRATION/HEALTH | \$ 5,500 |
| DEBT SERVICE DECREASE | (\$ 43,234) |
| TOTAL PROJECTED LOCAL FUNDING INCREASE | \$338,047 |
| CURRENT LOCAL FUNDING | \$11,040,669 |
| TOTAL REQUESTED LOCAL FUNDING | \$11,378,716 |
| | (3.06 % INCREASE) |
| FINANCING FOR 5 ADDITIONAL BUSES | —\$75,000 (ESTIMATE) |

FIRE AND RESCUE

- Increased contributions for operations - **\$11,000**
- Communications supplies
- Additional EMS contract services - **\$225,000**

PUBLIC UTILITIES

- Tank Painting - **\$96,439**
- 4 new pick-ups - **\$87,837**

At the end of his presentation, Mr. Michael Johnson asked if there were any questions.

Supervisor Updike asked about the courthouse security being in the budget.

Mr. Michael Johnson stated that Sheriff Stutts would be talking about that a little later today.

Mr. Michael Johnsons stated that with today's objectives we are looking at:

.05 percent projected growth
.34 percent growth in real estate
is the largest tax payer in the county

With the new plant conversion of Hampton Farms we will be looking at \$285,000 more in additional taxes in 2015. We will also have the machinery tax from Enviva and AMAC.

Mr. Ash Cutchin asked how rapidly does the machinery depreciate.

Mr. Michael Johnson stated that the machinery and tools depreciates 80% and then 10% per year until it hits 10% and then it will stay there.

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Supervisor Porter asked that even though it was going down, wouldn't it eventually go away after a certain period.

The way it is set up, it will remain at 10%.

Mr. Michael Johnson stated that based on performance Enviva will get a rebate of 42% of their machinery tax and AMAC will be at 50%.

Having said that Isle of Wight uses a different method and it is up to the Commissioner of the Revenue as to what method to use.

Supervisor Porter stated that in Isle of Wight they use a different method than we do.

Mr. Michael Johnson stated that it is up to the Commissioner of the Revenue as to what method is used. Isle of Wight uses the method of 80, 70, 60 on down until it gets to 30% and then it stays there forever.

Supervisor Porter stated that if it stays at the same percentage then that doesn't encourage reinvestment.

Supervisor West asked how do we have any balance of the system.

Supervisor Porter stated that we have a right to an audit.

Supervisor Edwards said at that rate then people are not going to buy new equipment unless they absolutely need it.

Mr. Richard Railey said they don't claim that it would be sensible.

Supervisor Porter stated that most companies are audited.

Mr. John Burchett said they should be.

Mr. Ash Cutchin asked what was done with the people who didn't pay the previous year's solid waste management bill.

Mr. Michael Johnson said the treasurer is actively collecting on these accounts through the civil court system.

Supervisor Phillips stated that at the last meeting Mr. David Britt stated that he was doing the debt in warrant cases and that he was doing 30 per court date. He asked if he would continue to do these.

Mr. Michael Johnson said he will.

Mrs. Lynette Lowe stated that Mr. David Britt said at the last meeting that he does 30 twice a month. That was the most the court can handle with all the other items in the court room on these days.

Chairman Jones asked Mr. Michael Johnson if we have any more land left for economic development.

Mr. Michael Johnson said a little bit. We don't have many acres left, but there are a few.

Supervisor Phillips asked where the county property line runs there at Wal-Mart.

Mr. Michael Johnson said the line runs diagonal through Wal-Mart Automotive. The front part of the store is in the City of Franklin. The automotive part of the store and the fields back behind it are all in Southampton County.

Supervisor Updike questioned the fines that are supposed to take care of the upgraded salary increases in the Sheriff's Office. He said he would put it this way, it didn't look real good as far as

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taking care of the upgraded salaries.

Mr. Michael Johnson stated that he had been putting the information on the fine collections in the agenda. He stated that Sheriff Stutts would be here later in the evening if he wanted to ask him about this issue.

Mr. Richard Railey stated that we don't always collect the fines from traffic fees immediately following court if ever.

Supervisor Updike stated well we are still short.

Mr. Richard Railey said I agree with that. He said we don't collect fines from assault and battery cases either.

Supervisor West stated that there had been an upstep in the patrolling of Highway 460. You used not to see many cops in that area, but now you do. It is definitely being patrolled.

Supervisor Porter asked what kind of increase we would receive from the Compensation Board if there will be a substantial increase.

Supervisor West said we are looking at about \$900,000 for next year.

Mr. Ash Cutchin said did I hear it's a \$977,000 increase.

Mr. Michael Johnson said \$977,000 is the new increase. He stated that he didn't do a grand total.

Supervisor Updike stated that as far as a cost of living raise he thought that some personnel needed one, but for someone like the School Board Superintendent who was making \$140,000 he couldn't justify a raise. He stated that it cost them the School Board Superintendent the same amount of money to buy a loaf of bread or a gallon of gas as it costs the employee who is making \$30,000 and that it wasn't fair.

Supervisor West said so are you assuming that everybody should be a Superintendent.

Supervisor Updike said so what kind of cost of living do you want to give.

Supervisor Porter said we can't do that. I know what you are saying, but please listen to me we have to treat everybody fairly. Whatever we do we have to do for everybody. He said that we needed to adhere to whatever plan we put in place. He stated that he didn't know if we can do the cost of living raise this year, maybe we can do that next year. He said he would like to see everybody brought up to the right step on the plan.

Supervisor Edwards said well some already say that we are a training area for people to get their experience and move on.

Mr. Michael Johnson said that's a good point. This plan is eight years old. We started off with the five year period increases, but then the plan was frozen.

Mr. John Burchett asked how many people we have at the Supervisor level .

Mr. Michael Johnson stated that we have no real mid-level. We just have the department heads and the people under them.

Mr. John Burchett said so you don't have job supervisors.

Mr. Michael Johnson stated that the only department that had a supervisor level person would be in utilities and that was just one position there.

Supervisor Porter again emphasized that he thought we should bring people up to the proper step on the plan.

Supervisor West said he agrees with that.

Supervisor Edwards said he would like to see us do the \$170,000 to get everybody up to speed and forget the cost of living.

Supervisor Porter said he agrees because we have got a lot of other things out there right now.

Mr. Michael Johnson said and we are going to talk about those too.

Mr. William Hart Gillette said I heard you all say the county is a training ground. He asked how many applicants we usually get for an open position. Do you get one or two or thirty people to apply?

Mr. Michael Johnson said a good example is we just advertised for a position and we got 27 applications.

Mr. William Hart Gillette asked out of the 27 did you get any good ones.

Mr. Michael Johnson said if you are paying them \$25,000 that doesn't hurt too bad to let them go.

Mr. Richard Railey said well if they are qualified to do the job they are qualified to leave it.

Mr. William Hart Gillette said everybody has got to do it.

Mr. Michael Johnson said people learn the job and then they are gone.

Mr. William Hart Gillette said I understand.

Supervisor Edwards said he saw that the cost of insurance was going up 5% for county employees. He asked how much the School Board's employees insurance was going up. He said wasn't it 11%.

Mr. Michael Johnson said I know they talked about that, but I can't remember. He asked Mrs. Lynette Lowe if she remembered.

Mrs. Lynette Lowe said she thought it was around 10%, but she couldn't remember exactly. Upon looking it up, she stated that it was 10.1%.

The next presentation was given by Sheriff, Honorable John B. Stutts. He stated that his budget request for 2014/2015 is:

Computers

The requested budgeted amount under Enhanced 911/Equipment (031400-8201) was increased from \$7,000 to \$10,000 to allow for the purchase of three (3) computers utilizing either Windows 7 or Windows 8 to replace the outdated computer operating system currently using Microsoft XP which is deemed a security risk under FBI security policies. The new computers are required to protect this agency and the entire Virginia Criminal Information Network (VCIN) system.

Maintenance Contracts

Enhanced 911 Maintenance Service Contracts (031400-33200) will match last year's total without the benefit of one time grant monies from the 911 Services Board that contributed \$24,939.73. Adding that \$24,939.73 (that covers the 911 equipment) to existing maintenance contracts for "Geo Comm" and "Dapro Systems" produce the total.

| | |
|-------------|---------------|
| \$24,939.73 | 911 |
| \$ 9,633.00 | Geo Comm |
| \$ 9,425.00 | DaPro Systems |

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\$43,997.73 **Total**

Promotional and other Raises

| | |
|---|------------|
| Lt. J. A. Wyche to Captain, \$68,588 increase of... | \$6,377.00 |
| Sgt. W. V. Covington to Lieutenant, \$52,663 increase of... | \$4,839.00 |
| D/S C. S. Cobb to Detective, \$38,768 increase of \$1,831 with use of \$1,751 turnover savings... | \$80.00 |

Members not receiving grade/step raises last year:

| | |
|--|-------------|
| 911 Mgr. J. L. Smith grade 23 to 24... | \$867.00 |
| Major G. H. Drewery grade 35 to 37, \$92,016... | \$11,564.00 |
| Sheriff J. B. Stutts percentage raise... | \$8,248.00 |
| Office Manager Sheril Joyner grade 23 to grade 24... | \$955.00 |
| Total for Promotional and other raises | \$31,975.00 |

**Total anticipated Compensation Board increase
For Southampton County... \$47,000 to \$49,991.48**

Building Security

| | |
|---|-------------|
| To secure the front lobby of the Sheriff's Office and add Bio tech locks to the front door and read door... | \$33,000.00 |
|---|-------------|

Kitchen/Dining Hall

| | |
|---|--------------|
| Replace kitchen/dining hall at Jail Farm... | \$150,000.00 |
|---|--------------|

He stated that he would be happy to answer any questions.

Supervisor Updike said that looks like a nine or ten percent increase.

Sheriff Stutts stated that the figures came right off the pay plan that the county has.

Supervisor Faison asked if these were promotions.

Chairman Jones stated that these positions were not including in the upgrades that we did a few months back.

Sheriff Stutts said he had three lieutenants who were doing the job of captain.

Supervisor Updike said if they are doing the job, they are already getting paid for it.

Sheriff Stutts said I would like to pay them for the job they are doing.

Supervisor Updike said well it looks like our taxes are going to increase and our citizens already work hard to pay taxes.

Mr. Ash Cutchin, of the audience, asked if there were any tests required.

Sheriff Stutts stated no tests are required so to speak. They have the added responsibilities that come with the Captain position and have already been performing in that capacity.

Supervisor Porter asked if the City of Franklin would pay for part of the cost of the building security he is requesting.

Sheriff Stutts said I don't know.

Mr. Michael Johnson said I think so. We would pay the cost and they would reimburse us.

Supervisor Porter asked if the \$150,000 was the cost to replace the roof?

Sheriff Stutts said no. He thinks he can replace the building with the help from the state and by doing the work themselves for the amount of \$150,000.

Supervisor Phillips asked if they would be using the same cooking equipment.

Sheriff Stutts stated that they would.

Supervisor Phillips asked how much help they would receive from the state for this.

Sheriff Stutts said 25%. They would like to use this as part of the other jail when they rebuild. They have to build to the state's standards. He thinks he can build on a concrete slab with the building being stick built and doing the work themselves.

Supervisor Porter said you better get the state to sign on the dotted line, if you remember the incident with Chesapeake.

Sheriff Stutts said that's why we are talking to them first. He said he anticipates the total cost of the building to be \$200,000, but it depends on what DOC tells him.

Supervisor Porter asked Sheriff Stutts if he could go over the cost comparison of the jail versus the regional jail.

Cost Comparison

Jail Operation v/s Regional Jail

County expense for jail personnel salaries and jail operating costs total approximately \$1,551,930.00 annually.

Personnel \$918,095.00

Operating costs \$633,835.00

Total \$1,551,930.00

Minus revenue generated from work release and jail room and board, transportation and clothing...

- \$138,296.00

Sub Total \$1,413,634.00

Estimated annual county expense to fund lost positions and programs and pay the annual cost of being included in a regional jail.

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| | |
|--|----------------------------------|
| To retain ten existing LE positions... | \$540,000.00 |
| Estimated annual cost for regional jail participation... | \$750,000.00 |
| Two (2) transportation officers... | \$85,000.00 |
| Additional vehicle and building maintenance costs... | \$150,000.00 |
| Full time Animal Control position and vehicle... | \$55,000.00 |
| Part time Animal Control position... | \$20,000.00 |
| Additional cost in travel for inmate interviews... | \$5,200.00 |
| Total | \$1,605,200.00 |
| Initial buy-in | \$1,600,000.00 to \$2,000,000.00 |

Supervisor Porter asked if this was the upfront cost.

Sheriff Stutts said yes sir.

Supervisor West stated that the greater picture is less because we would have less enforcement on the street if our deputies were hauling the inmates back and forth from the regional jail.

Sheriff Stutts stated that also depending on what the sex of the inmate was. If a female he couldn't send one male and one female.

Mr. John Burchett, of the audience, asked how many he could sleep in the Courtland jail.

Sheriff Stutts said he could sleep 90 to 100, but it was built for 32.

Mr. John Burchett asked what was the breakup between the Courtland jail and the number in the jail farm.

Sheriff Stutts said currently there are 104 inmates with there being 60 in Courtland and the rest in Capron.

Mr. John Burchett asked what was the length of time that the inmates stay in the jail.

Sheriff Stutts stated that Capron was strictly a work release program. The ones there are held in the Courtland jail until they are to be dispatched to another location. There is not a specific time frame or time limit.

Mr. John Burchett wanted to know if the county was ready to give up the jail and go to the regional facility.

Sheriff Stutts stated that was up to this Board.

After a brief break, the Treasurer, Mr. David Britt, and the Commissioner of the Revenue, Mrs. Amy Carr addressed the Board.

Mr. David Britt gave the following budget request:

I know we were asked to hold the line with our budget request. I have tried to budget to do so, unfortunately, I have to ask for monies in order to keep doing business as usual. My understanding from Ms. Plyler, the AS400 has to have an update to continue to perform its duties.

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With that comes my first request for new money for equipment. Ms. Sandi Plyler has told me that the Dummy terminals on the counter, as well as the receipt printer will not work with the AS400 after the update. She has provided me quotes on what equipment is needed. All dummy terminals will need to be replaced. The two end terminals can be replaced by the two PCs that Rosemary and Frances have now. Two PC's will need to be purchased for the middle two cash drawers and four printers for each of the cash drawers. The two PCs and software quote that Ms. Sandi Plyler obtained for me is \$1,450.00 per item for a total of \$2,900.00 for the PCs. The quote that was obtained for receipt printers was \$559.00 per printer for a total cost of \$2,236.00 for the four printers. Again, it is my understanding from Mrs. Sandi Plyler that these items are a must need and not a want need. I'll ask her to comment on this.

Mrs. Sandi Plyler stated that the AS400 is what runs our dummy terminals.

My second request, and this is a bit easier after sitting down and talking with Mrs. Amy Carr and reaching the same conclusion, is that our offices would be more efficient if we separate using the same copier. I was looking at taking the money that is usually budgeted in service contracts to purchase a copier/fax/scanner for my office. We are looking to get away from doing faxes and doing more email responses with attachments. My understanding is that emails are more cost efficient than faxes. I know we won't get completely away from faxing though. I have found a copier/fax/scanner in the price range of \$550.00. This service contract line item was budgeted last year for \$670.00. This would cover the cost of the machine and the cost of the new phone line. I believe that Mrs. Amy Carr has made adjustments to her budget to cover the shortage on the existing copier.

I have reduced contractual service by \$170.00. I have canceled our contract with Shred-it Company for shredding documents. They have increased their price to \$72.00 per trip and I have found another company that will perform the same service for \$38.50 per trip. We are working on moving our banking service to Farmer's Bank, in order to try to reduce our banking service fees. I am also working on getting a better contract on the credit card processing. Our lease with First Data runs out in August of 2014.

The last item I want is salary increases for the staff of the Treasurer's Office. As you know the last raise they had was in 2008. I would also like to talk to you about a change in their grades as well. Over the last seven years there have been multiple changes in the Commissioner of Revenue's Office and the Treasurer's Office. With those changes has come additional work and responsibilities for everyone in both offices. What effects one office has an effect on the other office. We also need to restore everyone to their proper place on the county pay plan.

Also, I am requesting an increase in the number of hours for our delinquent tax collector. With the new solid waste fess to be collected, I don't see enough hours to finish this year out. We are starting into our big push on all delinquents to get as much collected before the end of the fiscal year. With that being said I would like to increase the number of hours for this position. This increase can be covered by administration fees that are collected on the delinquent solid waste fees. We currently have around 50 delinquent accounts. We are collecting about 50% of the accounts when we are taking them to court. If this trend continues we would collect on about 275 accounts or more. Also, with the increase in hours and with the help of Mrs. Sandi Plyler we could set up the State Set-off Debt program and have someone that could over see it.

Mrs. Amy Carr, Commissioner of the Revenue, addressed the Board. She stated that she did not bring a copy of her funding requests because there were only minor line item changes. The main thing that she wanted to discuss is the salaries of her staff. She asked for a reclassification for her staff and for their grades to be brought up to a level that is commensurate with their duties and their years of service. She strongly believes that a reclassification is in order, due to the additional duties that have been placed on her office since the last salary study and classification was prepared in 2005.

Their new duties include, but are not limited to:

- Land Use adopted in 2006 (major program, very labor intensive)
- Tax Relief for the elderly adopted in 2007 (labor intensive)
- Lodging Tax in 2009
- Assessment of Vehicle License Fees in 2009

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- Meals Tax in 2010
- Veteran Exemption in 2011 (which increased the PP exemption tremendously)
- Land use Revalidation in 2011 (became a yearly occurrence)
- Waste Management Fee in 2012 (Large increase of tax relief applications and huge volume of telephone calls and counter traffic)
- State mandated changes take place every year that more often than not, increase our workload
- For the last several years, we have had to print all federal income tax forms because the IRS no longer mails the forms (and a lot of state forms as well)
- In order to save money, we now create a substantial amount of our own forms and print them in house

This is in addition to our workload that we were already responsible for prior to 2005 – proration of personal property (adopted in 2003), real estate, GIS, business licenses, state income taxes, etc. We are pushed to the limit with 3 ½ employees; we are producing the work of 5 people, yet not being recognized or rewarded. We work overtime on a regular basis to get the work done. All the while, we have also made a vast number of internal changes that make things flow more smoothly for our citizens. We work hard to provide very good customer service. We agreed to the county pay plan under the assumption that we follow the pay scale and raises would be given accordingly. We have not received a raise since November 2011 (2%), and the one we received prior to that was 2% in 2008. We have continued to do our jobs efficiently and professionally. We have sat quietly, understanding that the money was not available to meet the pay scale, with raises and years of service increase; however, think about the following:

- We have the two employees next door making \$45,781 and \$44,228, with mine making \$30,165 and \$26,058 after 5 years. (\$20,000 more!) Keep in mind that one of these was a reclassification from \$34,160 to \$45,781 about 18 months ago.
- Reclassification of Administrative assistant brought her salary up from \$26,825 (still more than mine) to \$38,088, with only about two years' experience. His \$38,088 is more than my chief deputy makes after 20 years.
- There have been many more reclassifications/grade changes over the past year.

One of my deputies and I have achieved certification from the state this year and all of us in the office reached a 5 mark in years of service this past year. The two newest employees are at 5 years, part time employee at 10 years, chief deputy at 20 years, and myself within 25 years. The office has the stability of long term employees and with that comes a great deal of knowledge; I would like to keep it that way.

Next, on the agenda was Clerk of Court, Honorable Richard L. Francis. He thanked the Board for providing an opportunity for budget estimate inputs for the next fiscal year. The only increase in item expenditure is in the area of postage, having just experienced a 9.38% increase in a first class stamp. As you will recall from past budgets, postage continues to be a major expense, driven primarily by jury-related mailings. Unfortunately, there is no way under the Code to eliminate these mailings. Other than postage, he is not asking for any budget increase for the 2014-2015 fiscal year. I say with some pride that for the 2012-2013 fiscal year we were able to operate the Circuit Court's Clerk's office at 39% (supplies/equipment/travel) of what was budgeted in 2007-2008, when I came into the office. That figure gets even better when one considers that in 2013-2014 we again reduce office supplies from \$5,750 to \$5,500 and that we saved more than \$35,000 in the form of reduction in full-time staff salaries accomplished by the "buy-out retirement of Mrs. Dorothy Jarratt and the hiring of a part-time person in her stead. This required considerable reassignment of work duties among the remaining staff. In addition to this action, additional savings were achieved as I was able to shift some salary costs from the County to the State Compensation Board. While the economic outlook is somewhat improved over past years, he recognizes the need to continue to "hold the line" in order to build reserves and to give staff much needed raises. He stated that his office is charged with more than 800 separate duties, which are attended to by a staff of (now) five and me. The state says my office should have six and a half staff members, plus the Clerk. With such a broad range of duties (Court, Probate, Land Records, Debt Liens, Criminal Civil, et.) there is no way that three or four can be "versed" in all aspects of the job. In most states, the duties assigned to Virginia Clerks are distributed among three separate Clerk offices (Probate, Land, Civil, Criminal). Accordingly, the County and Commonwealth have both invested great sums in past training (necessitated by the great diversity in mandated duties).

We have no non-skilled positions. The Clerk’s office is always looking for ways to save money. We create our own letterhead. We shop around places such as Sam’s Club. Whenever legally possible, we find ways to shift expenditures back to the State (where they belong) and away from the County. We have taken advantage of Library of Virginia grants and other resources to restore/preserve our County’s records, without having to ask the Board for funding. I take it on faith that the Board realizes my efforts to save costs and to budget “close to the bone”, so that if I ever do have to ask for additional funding that the Board would be receptive to my request.

Commonwealth Attorney, Eric Cooke, addressed the Board. He stated that in the very near future, his office will have to replace their case management software, VCAIS. VCAIS has been in use for several years throughout the Commonwealth. It is no longer being supported and will have to be replaced. I have been investigating a replacement software and estimate the expense in the \$40,000 range. I am not ready to make a purchase at this time and intend to defer such a request at least until 2015/2016 budget cycle. I will evaluate what is available and determine whether other Commonwealth’s Attorneys are having good results before moving forward. Technology will remain a challenge for us as we move forward. Any new case management program will require the use of tablets and/or laptops in the courtrooms. It is important that we obtain tablets now and become proficient with them before we change out our case management software. We are currently hampered by an old laptop and a growing need to have a computer running in more than one courtroom simultaneously. As you will see, I have requested money for equipment this year broken down as follows:

| | |
|-----------------------------|--------------------|
| 1. 4 IPAD Tablets | \$ 2,000.00 |
| 2. 2 laptop computers | \$ 2,500.00 |
| 3. Projector | \$ 1,000.00 |
| 4. Copier | \$10,000.00 |
| 5. Merit Solutions Contract | <u>\$ 7,800.00</u> |
| | \$23,300.00 |

Of these requests, the Merit Solutions Contract is the most immediately critical. We have recently replaced the PC’s and the server and must continue to fulfill the contract at this amount for the next two years. This is anticipated to be an annual expense going forward. I propose to find the \$7,800.00 to Merit Solutions in the 2014/2015 budget year by moving money from my temporary Personnel Comp Board line item to office expense as I have done for several years. This presupposes Comp Board funding at the current year levels. Our copier is in its sixth (6th) year and will need to be replaced due to on-going maintenance issues. This becomes critical only if we have an un-repairable breakdown. We have had repairmen to the sight multiple times in the last several weeks and its useful life is drawing to a close. I am requesting \$2,325.00 for the Dues and Membership. This is our actual cost broken down as follows:

| | |
|--|------------|
| Virginia State Bar | \$1,000.00 |
| Southampton/Franklin Bar | \$ 400.00 |
| Virginia Association of Commonwealth Attorneys | \$ 725.00 |
| National District Attorney’s Association | \$ 200.00 |

I am requesting \$12,000 for Office Supplies this year. This number represents the actual costs of office supplies used by my office the last two (2) years. To the extent I can pre-buy with existing monies, I will be able to reduce that amount. Of course, the bulk of the \$12,000 is anticipated to come from the Comp Board if current funding levels continue. I am requesting \$3,000.00 for Travel and Training. As you know, the legal profession is constantly changing and we must remain up to date with training. Additional expense will have to be incurred each time there is a turnover in the office. In addition, my staff drives their personal vehicles for training and to work related court appearances. They are entitled to claim mileage for travel and they do so with circumspection. As predicted, I recently lost an Assistant to private practice with a local firm. Not surprisingly, he received a significant increase in salary. My office remains a training ground for young lawyers. Despite recent and proposed raises for Assistant commonwealth Attorney’s from the Governor’s budget, we remain behind in terms of compensation.

After Commonwealth Attorney, Eric Cooke’s presentation we broke for dinner.

Dr. Alvera Parrish, School Board Superintendent gave the following budget presentation: She stated that the Vision of Southampton County Public Schools is that all students will be

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successful, productive, lifelong learners in an ever-changing world. The mission of Southampton County Public Schools through the combined efforts of staff, students, families, and the community is to ensure a quality education in a safe environment that will prepare students to be successful learners and productive citizens in an ever-changing society. The highest priority of the Southampton County School Board is student achievement! Their enrollment consists of: four elementary schools, Southampton Middle School, and Southampton High School with a total enrollment of 2,817.

Educational Trends

Past

Diploma Type: Standard
Credits: 20
Graduation Rate: Did not exist
Accreditation Rating: None
SOL Testing Format: Paper/Pencil (multiple choice)

Present

Diploma Type: Standard and Advance Studies
Credits: 26
Graduation Rate: 85% cohort
Accreditation Rating: Fully accredited, Accredited with warning, Not accredited
SOL Testing Format: All online (including writing)

Future

Early literacy
Course requirements for early grades
Legislative mandates
Online courses
State Reporting

2013 Graduate Achievement Data

183 Graduates
85.66% (3 years average) VA Graduation & Completion Ratio
67 Honor Graduates
94 Advanced Diplomas (53%)
2 Associates Degrees
30 Governor's Seals
14 Board of Education Seals
11 Advanced Math & Technology Seals
31 Excellence in Civic Education Seals

Career Tech 2013 Graduation Data

| | |
|---------------------------|-----|
| Career Tech Classes Taken | 96% |
| CTE Program Completers | 122 |
| State Licenses | 6 |
| Workplace Readiness | 49 |

2014 Graduate Projection Data

192 Graduates
79 Honor Graduates

2 Associates Degrees
104 Advanced Diplomas

| | |
|----------------------|--------|
| Federal Grad Rate | 86.76% |
| On-Time Completion | 87.21 |
| VA Grad & Completion | 88.69% |

SCPS continues to struggle with the impact of the 45 positions that were cut from the 2012/2013 Budget!

- 19 Classroom Teachers, 7 Instructional Support Positions, Including two Math Specialist
- At the same time the rigor increased, we lost staff!!!

Accreditation Ratings

Fully Accredited Schools

Southampton High School

Meherrin Elementary School

Nottoway Elementary School

Accredited With Warning

Riverdale Elementary School (Math & Reading)

Capron Elementary School (Math)

Southampton Middle School (Math)

SCPS Urgent Needs and Priorities for FY 2014-2015

- 3% Salary Increase including the VRS Rate Increase 2.9%
- (2% + 1% Required by VRS) \$667,177
- 10.1% Increase in Health Insurance Benefits \$194,285
- 1 Kindergarten Teacher (Riverdale) \$ 58,006
- 1 Fifth Grade Teacher \$ 58,006
- 1 Elementary Physical Education Teacher \$ 58,006
- 1 Elementary Music Teacher \$ 58,006
- 1 Math Teacher (SMS) \$ 58,006
- 1 Science Teacher (SHS) \$ 58,006
- IT Technician \$ 37,706

*We continue to struggle with the considerable loss of teachers from the 2012-2013 Budget Cuts!

Kindergarten Teacher

- Currently there are 102 Kindergarten Students at Riverdale
- There are 4 Kindergarten Teachers, which means there is a 25:1 Teacher/Pupil Ratio

We know we will have approximately 45 Kindergarten students that will be coming in next year, ALL of which, are At-Risk students. In addition, our Kindergarten registration, April 30th, will give us more information on the projection for enrollment.

- A child's school readiness involves all aspects of development, including the ability to follow directions, hold a crayon, speak understandably, identify shapes/letters/numbers, share with others, and separate from parents without being upset.
- Overall school readiness for kindergarten and the quality of the child's experiences in kindergarten through grade three will also affect testing results.
- These areas of development are important because they build on one another and form the foundation of learning and social interaction.

5th Grade Teacher

- 5th Grade Test Sols in every content area.
- Reading/Language Arts
- Mathematics
- History
- Science
- Writing

(The ONLY elementary grade that assesses every content.)

Elementary Physical Education Teacher

Physical education curriculum integrates fitness education and provides students, teachers, and parents with the necessary information to design an individualized program of fitness for each student. Students who participate in physical education programs that promote personal fitness and encourage daily physical activity will be more likely to become physically fit and responsible in their physical activity choices and behaviors for a lifetime.

Elementary Music Teacher

Music/Fine Arts

- Knowledge and skills that students acquire through instruction in the fine arts include the abilities to think critically, solve problems creatively, make informed judgments, work cooperatively within groups, appreciate different cultures, imagine and create.

Math Teacher – Southampton Middle School

Our Current Reality...

- Math Department has had teachers cut and never replaced. An additional teacher would decrease the student teacher ratio.
- Currently – 641 students and 5 Math Teachers
- Student-Teacher Ratio = 29:1
- Math Courses – Math 6,7,8, Algebra 1, & Geometry
- 45 Students enrolled in Algebra 1 and 45 enrolled in Geometry
- 72 Special Needs Students
- 54 Identified Gifted Students
- Project approximately 700 students next year
- 190 – 8th graders transitioning to SHS
- 223 – 5th graders coming to SMS in 2014-15 (current-214)
- 2014-15 School Year – over 200 students at each grade level

Science Teacher – Southampton High School

- There are 4 Science Teachers Certified to teach Science at the High School
- High School Students are required to have 3 Sciences for the Standard Diploma
- Students are required to have 4 Sciences to earn the Advanced Studies Diploma
- Earth Science, Biology, Chemistry, Environmental Science, Physics, & Ecology are the basic Science Courses.
- SHS Enrollment 781
- The teacher: pupil ration in our Science classes is:

6 Classes – Earth Science (Academic, General) Average Class size – 26:1

4 Ecology Classes – Average Class Size = 30:1

9 Biology Classes – (General Academic, & Honors) Average Class Size = 28:1

Biology 2
DE Biology
Chemistry
Chemistry Honors
Physics
Anatomy & Physiology

IT Technician

- Information systems technicians cooperate with other staff to inventory, maintain and manage computer and communication systems.
- Operate and maintain information systems, facilitating system utilization.
- ITs assist with installing and maintaining multi-platform networking computer environments, a variety of data networks, and a diverse set of telecommunications infrastructures.
- ITs are responsible for the operation, programming, and configuration of many pieces of electronic, hardware, and software
- Our entire assessment system is generated using technology.
- All SOL's are assessed online.
- Many of our instructional programs are computer generated.
- Technology is used every day in every classroom.
- Our student data information system is technology driven.
- A large percentage of our professional development is delivered through technology.

SCPS Urgent Needs and Priorities for 2014-2015

Instructional Budget

| | |
|----------------------------|-----------|
| Elementary----- | \$194,441 |
| Secondary----- | \$102,257 |
| Technology----- | \$ 25,000 |
| Operations Increase----- | \$ 35,981 |
| Administration/Health----- | \$ 5,500 |

Requested Local Funding

| | |
|---|--------------|
| Total Projected Local Funding Increase..... | \$338,047 |
| Current Local Funding..... | \$11,040,669 |
| Total Requested Local Funding..... | \$11,378,716 |

(3.06% Increase)

Financing for 5 additional buses \$75,000 (estimate), is requested outside the operating budget.

Southampton School Board Budget Work Session

Impact of the Governor's Budget based on the Governor's Proposed Budget we anticipate the following:

- Current State Revenue for Operating Budget \$15,886,182

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| | |
|---------------------------------------|--------------|
| • Projected State Revenue FY2014-15 | \$17,451,933 |
| • Projected increase in State Revenue | \$ 1,565,751 |
| • Less Regional Tuition Increase | \$ 336,649 |

Number of buses by age (as of January 2014)

*DOE recommends replacement after 15 years

| | |
|-----------------------|----------|
| 1 to 5 years old | 14 buses |
| 6 to 10 years old | 19 buses |
| 11 to 14 years old | 13 buses |
| 15 years old or older | 47 buses |

Supervisor West asked how many school buses were in their fleet.

Mr. Ricky Blunt stated that they have a total of 93 buses.

Supervisor West asked how many of those were on the road every day.

Mr. Ricky Blunt stated that 79 of the buses were on the road every day. He stated that there are 14 spares.

Chairman Jones asked if there were any other questions.

Mr. John Burchett asked about the children with special needs; what are their needs.

Dr. Alvera Parrish said these kids have learning disabilities. They may invert letters. They may be emotionally disturbed when they are around large groups of people. They may have ADHD. There are a wide variety of disorders.

Mr. John Burchett asked if volunteers were a big help to the schools.

Dr. Alvera Parrish stated that volunteerism was a big help. We can't separate the school and the community. To invest in the school is to invest in the community.

Supervisor Edwards asked what the outside tuition was for students coming to Southampton this coming school year.

Dr. Alvera Parrish stated that the tuition was \$1,000.00. The deadline to pay the tuition is March 31st.

Supervisor Edwards asked if there was a plan to increase tuition next year or the number allowed to attend.

Dr. Alvera Parrish stated that a decision hasn't been made yet because they had students who can't afford to come already with the cost increase.

Supervisor Updike stated that the cost of tuition should be more than \$1,000 because our citizens are paying for outsiders to come in our schools.

Dr. Alvera Parrish stated that \$1,000 is not the only amount we are getting; \$5,000.00 is also coming from the state for that student.

Supervisor Updike said it doesn't matter who is paying the state is going to pay for the student.

Supervisor Porter said if the parents can't afford to send them we aren't going to get the state portion for those students.

Supervisor Updike said back up one more step. If the class size is too large we don't want to have these extra students coming in.

Dr. Alvera Parrish stated that those students are not causing the class sizes to go too high.

Supervisor Porter asked about the ratio at the schools.

Dr. Alvera Parrish stated that at Meherrin the ratio is 24:1. At the other schools it is 23 or 24 to one.

Supervisor Porter asked what is the capacity rate at Meherrin and Nottoway.

Mrs. Joy Carr said 350 at Meherrin and Nottoway.

Supervisor Porter said what he remembered was 400.

Chairman Jones asked if there were any other questions.

Mr. Carl Garner of Southampton County Fire and Rescue Association was next to address the Board. He stated the Fire and Rescue departments would like to submit the following FY 2015 budget request:

- **Contribution – General Fund:** We are seeking an increase of 5% for both fire and rescue to cover funding that has been lost since 2009. We are currently being funded less than we were in 2008.
- **Operating Expense/Zone Car:** We are seeking an increase of \$1,000 to help offset operating cost of the Zone Car. The Zone Car travels approximately 10,000 miles per year providing ALS Coverage to the other volunteer crews in the county. That expense burden should not be placed on Courtland Rescue to be pulled out of their normal operating expense.
- **Fire/Rescue Radio Communications Supplies:** We need to emphasize the need, at minimum, for level funding in this category. We are realizing that with a system that is now going on 9 years old, the need for a number of programming changes for some of the frequencies on all our hand held and mobile radios is required. One example of this is the original frequency for the hospital in Emporia has changed. All EMS agencies that transport to that hospital no longer have radio communication with them. The State requires as part of their rules and regulations, that licensed EMS agencies must have two way radio communications with the receiving hospital. We are working on a cost for these programming changes, but it has not been completed at this time.
- **Contractual EMS Services:** We are also seeking additional funding for more paid ALS Providers to assist with coverage at the other 3 squads (Ivor, Capron, and Boykins). We have revised our request to only include one provider at each of the (3) squads from 0600 Saturday morning to 0600 Monday morning. This will equate to approximately \$225,000 per year.

The Fire and Rescue Departments will continue to provide the best service possible to the citizens of Southampton County. All we ask is a little financial help in return and an opportunity to work closely with county officials to insure our services are continued.

There was much discussion about the shortage of volunteers and the mandates that the state is putting on the Fire and Rescue Associations.

Mr. Julien Johnson, Director of the Utilities Department addressed the Board on his budget Priorities. He gave the following Power Point presentation:

Southampton Utilities

Budget Priorities

2014-2015

Utilities Office
Boykins Virginia



Areas of Service

Wastewater

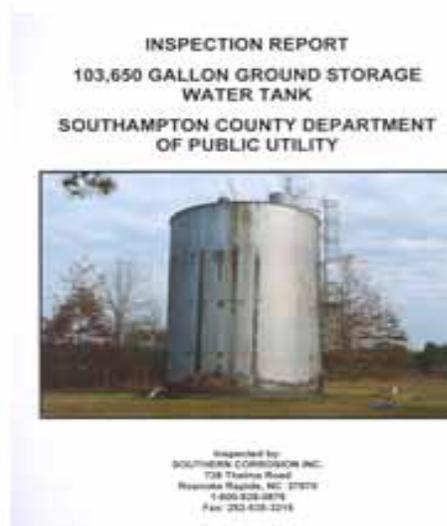
- 1 Boykins- Environs Wastewater Treatment Plant.
- 2 Courtland Environs Wastewater Treatment Plant
- 3 Capron Elementary Sewer Plant

Water Systems

- 1 Boykins-Branchville Water System
- 2 Newsoms Water System
- 3 Edgehill Water System
- 4 Drewryville Water System
- 5 Turner Tract Water System
- 6 Southampton Business Park Water System
- 7 Southampton Fairgrounds Water System
- 8 Camp 20 Water System
- 9 School Board office

Budget Priority 1

- Rehabilitate and paint Branchville 100,000 gallon ground storage tank.



Southern Corrosion, Inc. Inspection Report

Customer: Southampton Co., VA
Inspection Date of Tank: December 3, 2013

Tank Information:
Manufacture: Richmond Engineering Company, Inc.
Year Erected: 1975
Capacity: 103,650 gallons
Type of Roof: Flat
Shell Height: 30 2
Tank Diameter: 24 3

Exterior Structure

Exterior Coatings:

The exterior finish coat color is aluminum. The coatings have areas of adhesion failure primarily located along the lower shell walls and surface corrosion is scattered throughout the tank surfaces. Mildew and dirt accumulation are present on the lower portions of the tank as well.

Foundation:

The concrete foundations appear to be in good condition. The foundation has not settled and there are no detrimental gouges or cracks. The foundation is not painted and does not require coatings.

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The foundation is not adequately sealed to the base of the tank. Dirt and debris has accumulated on the tops of the foundation and tank base.

Tank Ladder:

The ladder attached to the exterior of the tank is in fair condition. The coating has diminished in various areas and surface corrosion is present covering over 30% of surfaces. No missing, bent, or deteriorated rungs or rails were observed. The ladder is not equipped with an anti-climb prevention device. The ladder begins 8' above grade. The shell ladder is separated into two ladders equipped with a cage and rest platform as required by OSHA fall prevention regulations. The ladders are securely welded to the shell wall and each is approximately 16' in length.

Shell Walls:

The general condition of the shell is good, with no observed leaks. The coatings have adhesion failure and diminishing so the primer coating is visible in several areas throughout the shell wall covering 20 to 30% of surfaces. Corrosion and rust streaking was observed covering 5 to 8% of surfaces. Mildew and dirt accumulation was observed on the shell wall. The shell walls have two (2) 24" diameter flanged and bolted manways installed approximately 2' above grade. The manway nuts and bolts have surface corrosion and secure the manway cover. The manways showed no evidence of leaks.

The tanks overflow pipe is an internal pipe supported with standoffs and pipe brackets and extends internally along the shell wall and exits the tank exterior just above the tank base, then angles and enters below grade level. The discharge end is in an unknown location.

The tank is not equipped with a water level indicator gauge.

Roof:

The tank has a flat type roof and in fair condition. Corrosion and rust streaking was observed covering 30 to 40% of surfaces. Areas of "ponding" were observed. Corrosion, staining, and debris have accumulated in these areas. The roof has three (3) standard style vents in three different locations along the roof surface. All three vents have deterioration and steel loss. The vent openings are not adequately covered by screening. The screening has deteriorated and was removed from the interior floor during the washout procedure. Two of the three vents have exterior surface corrosion covering 100% of surfaces and the remaining vent has less than 20% corrosion.

The tank roof is equipped with two (2) roof manways that are 180 degrees apart. These manways provides access to the interior water bearing ortions of the tank, and meets AWWA recommendations. The hinges on both manways have deteriorated and are not functional. Areas of corrosion were observed along the interior and exterior of the manway covers and along the lip/edges of the manway structures. Neither of the manway covers is secured with a locking device. A dome structure was also observed on the roof surface. This structure provides adequate room for an interior pipe to be placed above the high water lever. The top of the dome structure allows water to pond and has rust staining. Staining was also observed along the weld seams and edges where the dome attaches to the roof.

Interior Structure

Tank Ladder:

The interior ladder is in good condition. The top of the ladder is securely connected to the walls of the tank. The first four (4) rungs and handrails have staining and corrosion with minor steel loss covering 5 to 7 percent of surfaces. The ladder is not equipped with a safety climb device as required by OSHA fall prevention regulations.

Roof:

The interior roof has areas of corrosion, deterioration, and steel loss on the roof support beams, lap seams, and along some weld seams. Areas of corrosion were also observed along the roof

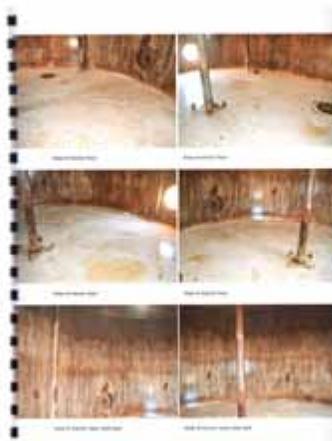
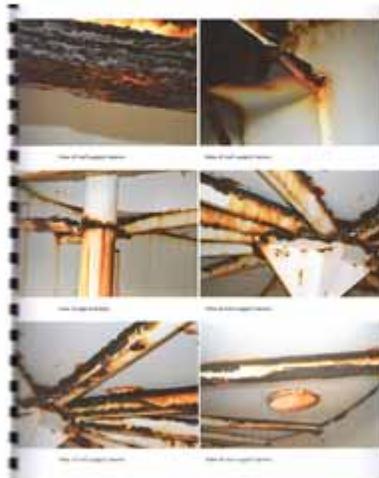
surfaces. These areas cover 30 to 50% of surfaces.

Shell Walls:

The interior shell walls are in good condition with surface corrosion and staining primarily where the roof and shell wall intersect. Rust bleeding/staining is evident where the roof supports are mounted to the shell wall. The remaining shell wall surfaces are heavily stained due to sediment in the water.

Floor:

At the time of the inspection an interior washout was complete. All mud and sediment was removed. The tank floor had few areas of corrosion covering approximately 1% of surfaces.



Cost to Rehab

- \$96,438 lowest bid

Budget Priority 2

- Replace 6 fleet vehicles that are not serviceable with 4 new vehicles.

Costs

- \$87,837.00

Funding Options

- Purchase Vehicles on time to cushion the expenditure over time.
- Budget entire amount

Budget Priority 3

- **Move Utility Office to Courtland**

Logistics

- **Courtland closer to the center of Operations, savings in travel and time.**
- **Security for Accountant. Has to be left alone often. Sheriff's Office close by.**
- **Resolve Customer confusion. Everything can be done in Courtland. Treasurer's office close by.**

Cost

- **Less than \$200.00 to move phone and cable.**
- **Cost of manpower and equipment to move.**
- **Budget impact should be favorable.**

Chairman Jones asked why they hadn't already moved.

Mr. Julien Johnson said we didn't know; they just hadn't asked.

Chairman Jones told Mr. Julien Johnson for them to go ahead and move.

There being no further discussion the retreat adjourned at 9:00 p.m.

Dallas O. Jones, Chairman

Michael W. Johnson, Clerk

March 6, 2014

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