

REGULAR MEETING

JANUARY 25, 2000

At a regular meeting of Council held this evening at 7:30 p.m., there were present: Mayor Rodney Eagle; City Manager Steven E. Stewart; Assistant City Manager Roger Baker; City Attorney Earl Q. Thumma, Jr., Vice-Mayor Hugh J. Lantz, Council Member John H. Byrd, Jr., Walter F. Green, III, and Larry M. Rogers; City Clerk Yvonne Bonnie Ryan, CMC/AAE, and Chief of Police Donald Harper.

Council Member Byrd delivered the invocation and Mayor Eagle led everyone in the Pledge of Allegiance.

Human Resource Director Whistleman introduced six new City employees: Earl Anderson, Community Development Department; Victoria Frazier, Commissioner of Revenue Office; Ronald Good, Public Transportation Department; Mike Huffman, Jason Nutty, and John Puffenbarger, Public Works Department.

Council Member Rogers offered a motion to approve the consent agenda, including approval of the minutes, and the second reading reallocating current budget funds in capital projects for road improvements, and closing a portion of 4th Street and an alley at 800 Chicago Avenue. The motion also included amending and re-enacting City Code Section 13-1-96 of the Harrisonburg City Code. The motion was seconded by Council Member Byrd, and approved with a recorded roll call vote taken as follows:

Vote: Yes - Council Member Green

Council Member Rogers

Council Member Byrd

Vice-Mayor Lantz

Mayor Eagle

Absent: None

Carol Hamilton, President of Valley Microenterprise Alliance, Inc., presented an overview of a microenterprise development plan for Harrisonburg and Rockingham County. She explained that Valley Microenterprise Alliance, Inc., which is based in Harrisonburg, offers training, microloans, and technical support to encourage people to start or expand a business. Microenterprise is defined as a sole proprietorship, partnership or family business with fewer than five employees, annual sales of \$100,000 or less, and credit needs under \$25,000. Valley Microenterprise Alliance has received a \$10,000 grant from the Commonwealth of Virginia to assist in program development. Valley Microenterprise Alliance targets underemployed and low-moderate income individuals who demonstrate the drive and tenacity, but lack resources such as money, role models, and/or business skills.

At 7:40 p.m., Mayor Eagle closed the regular session temporarily and called the evening's public hearing to order. The following notice appeared in the Daily-News Record on Monday, January 10, and Monday, January 17, 2000.

**CITY OF HARRISONBURG**

## NOTICE OF PUBLIC HEARING

The Harrisonburg City Council will hold a public hearing on Tuesday, January 25, 2000 at 7:30 p.m., or as soon thereafter as the matter may be heard. The hearing will be held in the City Council Chambers, 345 South Main Street, to solicit public input on local microenterprise development in relation to Community Development Block Grant funding for a planning project in the City.

Information on the amount of funding available, the requirements on benefit to low and moderate income persons, and eligible activities will be available. All interested citizens are urged to attend. For additional information contact Valley Microenterprise Alliance, Inc. 1840-A East Market Street, Monday through Friday, 10 a.m. to 2 p.m. at 540-433-5624.

Any person requiring auxiliary aids, including signers, in connection with the Public Hearing shall notify the City Manager at least five (5) days prior to the time of the meeting.

### CITY OF HARRISONBURG

Steven E. Stewart

City Manager

Mayor Eagle called on anyone desiring to speak for or against this development plan. There being no one desiring to be heard, the public hearing was declared closed at 7:41 p.m., and the regular session reconvened.

June Brinkman, President of the Harrisonburg/Rockingham Convention and Visitors Bureau, and Ruth Deskins, Director of the Harrisonburg/Rockingham Convention and Visitors Bureau, showed a video produced by CNN. This video titled A Small Town America featured Harrisonburg at the beginning of the Millennium.

Mayor Eagle announced that the agenda item regarding a presentation by First Centrum, LLC had been tabled until the next City Council meeting.

City Manager Stewart presented the following resolution for Council's consideration of approval:

### APPLICATION RESOLUTION;

### DECLARATION OF INTENT TO REIMBURSE

WHEREAS, the School Board of the City of Harrisonburg, Virginia (the School Board) has determined that a vital need exists for the acquisition, construction, and equipping of the public school facilities in the City of Harrisonburg, Virginia (the City) in order to meet the needs of present and future enrollments; and

WHEREAS, the Virginia Public School Authority (the VPSA) has been authorized by the Virginia General Assembly to purchase local school bonds from time to time for capital projects for school purposes; and

WHEREAS, it is anticipated that the VPSA will approve the purchase of local school bonds of the City in a sale in the Spring, 2000 to pay the costs of such acquisition, construction, and equipping of public school facilities in the City including, but not limited to, Spotswood Elementary School, Waterman Elementary School, and Harrisonburg High School Field House (all capital projects for school purposes within the City being designated collectively herein as the "Project"); and

WHEREAS, the School Board has requested the City Council of the City (the City Council) to (i) consent to and authorize an application to the VPSA to purchase such bonds and (ii) take such other actions as may be necessary to authorize the issuance of general obligation local school bonds of the City to be sold to the VPSA to provide funds to pay a portion of the costs of this essential Project; and

WHEREAS, the City also desires to make its declaration of intent to reimburse from the proceeds of one or more debt issuances in connection with the Project, all as required by federal tax laws in connection with the issuance of exempt bonds.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF HARRISONBURG, VIRGINIA, as follows:

I. VPSA Application Resolution:

1. The City Council, acting on behalf of the City of Harrisonburg, Virginia, agrees that it is in the best interest of the City to consider participation in the 2000 Spring bond sale to the VPSA for the purchase of local school bonds.
2. The City Council hereby consents to and authorizes an application to the VPSA consistent with the intent of this Resolution, with respect to such general obligation school bonds of the City in an aggregate amount not to exceed \$5,100,000 (the Bonds) for the purpose of providing funds to pay a portion of the costs for this essential Project for school purposes in the City as described above.
3. The City Council calls for a public hearing on this issue at such time as may be advised by the VPSA in accordance with the VPSA financing schedule for the Bonds, and for such appropriate notices to be given and acts to be taken as may be required by law to consider the issuance of the Bonds.

II. Declaration of Intent to Reimburse From Proceeds of One or More Issuances:

4. The City or the School Board has paid/has caused to be paid, beginning no earlier than 60 days prior to adoption hereof and will pay/will cause to be paid, on and after the date hereof, certain expenditures (the "Expenditures"), in connection with the Project. Further, the City has determined that those moneys previously advanced no more than 60 days prior to the date hereof and to be advanced on and after the date hereof to pay the Project related Expenditures are available only for a temporary period and it is necessary to reimburse the City for the Expenditures from the proceeds of one or more issues of tax-exempt bonds, including the Bonds.

Accordingly, the City hereby declares its intent to reimburse the City with the proceeds of the Bonds for the Expenditures with respect to the Project made no earlier than 60 days prior to the adoption hereof. The City reasonably expects on the date hereof that it will reimburse the Expenditures with the proceeds of the Bonds. Each Expenditure was and will be either (a) of a type properly chargeable to capital account under general federal income tax principles (determined in each case as of the date of the Expenditure), (b) a cost of issuance with respect to the Bonds, (c) a nonrecurring item that is not customarily payable from current revenues, or (d) a grant to a party that is not related to or an agent of the City so long as such grant does not impose any obligation or condition (directly or indirectly) to repay any amount to or for the benefit of the City.

The City or the School Board, as the case may be, will make a reimbursement allocation, which is a written allocation that evidences the use of proceeds thereof to reimburse an Expenditure, no later than 18 months after the later of the date on which the Expenditure is paid or the Project is placed in service or abandoned, but in no event more than three years after the date on which the Expenditure is paid. The City recognizes that

exceptions are available for certain "preliminary expenditures," costs of issuance, and certain de minimis amounts.

This Resolution shall take effect immediately upon its passage.

PASSED AND ADOPTED this 25<sup>th</sup> day of January, 2000.

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Mayor, City Council, City of Harrisonburg, Virginia

CERTIFICATE

The undersigned Clerk of the City Council of the City of Harrisonburg, Virginia (the Authority), hereby certifies that the foregoing constitutes a true and correct copy of a Resolution entitled, AAPPLICATION RESOLUTION; DECLARATION OF INTENT TO REIMBURSE,≡ adopted by the City Council at a regular meeting duly held and called on January 25, 2000. A record of the roll-call vote by the City Council is as follows:

NAME		NAY AYE	ABSTAIN	ABSENT
Rodney L. Eagle, Mayor	X			
Hugh J. Lantz, Vice Mayor	X			
Dr. Walter F. Green, III	X			
Larry M. Rogers	X			
John H. Byrd, Jr.	X			

January 25, 2000

Date

[SEAL]

:TSETA

Clerk, City Council, City of

Harrisonburg, Virginia

Glenn Hodge, attorney with the law firm of Wharton, Aldhizer and Weaver, explained that approval of the proposed application resolution will allow the City to participate in the Virginia Public School Authority's spring bond sale. He said that these funds will be used for renovations at Spotswood Elementary and Waterman Elementary and improvements for air conditioning at the Harrisonburg High School Fieldhouse. Council Member Green offered a motion to approve this resolution as presented. The motion was seconded by Council Member Rogers, and approved with a recorded roll call vote taken as follows:

Vote: Yes - Council Member Green

Council Member Rogers

Council Member Byrd

Vice-Mayor Lantz

Mayor Eagle

Absent: None

City Manager Stewart presented the following resolution for Council's consideration of approval:

CONCURRENCE RESOLUTION OF GOVERNING BODY

OF CITY OF HARRISONBURG, VIRGINIA

WHEREAS, the Industrial Development Authority of the City of Lynchburg, Virginia, (the Authority), on December 12, 1985, adopted an inducement resolution (the Resolution), a copy of which is attached hereto, for the benefit of VHA Central Atlantic, Inc., successor to VHA Mid-Atlantic States, Inc., a for-profit cooperative (AVHA) wherein the Authority has agreed to assist VHA in financing the acquisition of certain real and personal property, including the purchase of certain equipment and the acquisition and construction of certain improvements for lease or sale to various nonprofit hospitals throughout Virginia and for the financing of indebtedness previously incurred by nonprofit hospitals to acquire such real or personal property (collectively, the Facilities), through the issuance of its medical facilities revenue bonds; and

WHEREAS, the Authority has issued its \$61,000,000 Variable Rate Hospital Revenue Bonds (VHA Mid-Atlantic States Inc., Capital Asset Financing Program) 1985 Series A Through Series G (the Bonds); and

WHEREAS, Rockingham Memorial Hospital (sometimes referenced herein as the Hospital), located in the City of Harrisonburg, Virginia (City), has submitted an application to the VHA to request financing in the amount of \$10,000,000 from the proceeds of the Bonds for the reimbursement of the costs for Facilities, and payment of a portion of certain new Facilities of, the Hospital; and

WHEREAS, Section 15.2-4905 of the Code of Virginia of 1950, as amended, states that an industrial development authority may not finance facilities in another jurisdiction that has an industrial development authority unless the governing body of such county, city, or town in which the facilities are located or are proposed to be located, concurs with the inducement resolution adopted by the authority, and shows such concurrence in a duly adopted resolution; and

WHEREAS, the City Council of the City has been asked to express its concurrence, as required under Virginia law, with proceeds of the Bonds being used for the benefit of Rockingham Memorial Hospital in connection with the lease or sale of Facilities of the Hospital in accordance with VHA pooled bond requirements, all as described in this Concurrence Resolution.

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY as follows:

(1) The City Council hereby concurs with the Resolution adopted by the Authority to the extent required by Section 15.2- 4905 of the Code of Virginia to allow the Authority to finance with the proceeds of the Bonds the Facilities of Rockingham Memorial Hospital, all as further described in the Resolution, that are to be located in the City.

(2) This Concurrence Resolution shall take effect immediately.

Approved January 25, 2000

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CERTIFICATE

The undersigned Clerk of the City Council of the City of Harrisonburg, Virginia (the Authority), hereby certifies that the foregoing constitutes a true and correct copy of a Resolution entitled, ACONCURRENCE RESOLUTION OF GOVERNING BODY OF CITY OF HARRISONBURG, VIRGINIA adopted by the City Council at a regular meeting duly held and called on January 25, 2000. A record of the roll-call vote by the City Council is as follows:

NAME		NAY AYE	ABSTAIN	ABSENT
Rodney L. Eagle, Mayor	X			
Hugh J. Lantz, Vice Mayor	X			

Dr. Walter F. Green, III	X			
Larry M. Rogers	X			
John H. Byrd, Jr.	X			

January 25, 2000

Date

[SEAL]

ATT

Clerk, City Council, City of

Harrisonburg, Virginia

Glenn Hodge, attorney with the law firm of Wharton, Aldhizer and Weaver, explained that City Council's approval will only constitute a concurrence, as required by law, with the financing to be provided by the Lynchburg Industrial Development Authority. The City will have no liability for this debt. Vice-Mayor Lantz offered a motion to approve this concurrence resolution as presented. The motion was seconded by Council Member Rogers, and approved with a recorded roll call vote taken as follows:

Vote: Yes - Council Member Green

Council Member Rogers

Council Member Byrd

Vice-Mayor Lantz

Mayor Eagle

Absent: None

City Manager Stewart presented the following resolution for Council's consideration of approval:

RESOLUTION OF THE CITY COUNCIL OF THE  
CITY OF HARRISONBURG, VIRGINIA APPROVING THE ISSUANCE

OF MULTIFAMILY HOUSING REVENUE BONDS TO FINANCE THE  
HUNTINGTON VILLAGE APARTMENTS PROJECT

WHEREAS, pursuant to the Virginia Housing Authorities Law, Chapter 1, Title 36, Code of Virginia of 1950, as amended, the Harrisonburg Redevelopment and Housing Authority (the Authority) Multifamily Housing Revenue Bonds (Huntington Village Apartments Project) Series 2000 (the Bonds), the proceeds of which are to be used to make a loan to Huntington Village Associates L.P., a Virginia limited partnership (the Owner), to finance the acquisition, rehabilitation and equipping of a 266-unit apartment development (the Project) to be located on an approximately 27 acre parcel of land at 6001 Grammarcy Circle in Henrico County, Virginia (the County) and occupied in part (at least 40%) by persons of low or moderate income in order for the Project to qualify as a Aqualified residential rental project within the meaning of Section 142(d) of the Code (hereinafter defined); and

WHEREAS, the Owner has requested that the Authority issue its bonds in an amount not to exceed \$12,000,000 and make a loan of the proceeds thereof to the Owner for the purpose of financing the Project; and

WHEREAS, with respect to such proposed plan of financing, the Authority has caused a notice of public hearing to be published in newspapers of general circulation in the City of Harrisonburg, Virginia (the City) and the County, and has, on January 6, 2000, held a public hearing, all in accordance with the provisions of 147(f)(2) of the Internal Revenue Code of 1986, as amended, and the regulations, rulings and proclamations promulgated or proposed thereunder (collectively, the Code) and 15.1-1378.1, Code of Virginia, 1950, as amended, and other applicable laws of the Commonwealth of Virginia (the Commonwealth); and

WHEREAS, the Authority has recommended that the City Council of the City (the City Council) approve the issuance of the Bonds to comply with Section 147(f)(2) of the Code; and

WHEREAS, a copy of the Authority s January 6, 2000 Resolution recommending such approval by the City Council and approving the issuance of the Refunding Bonds, subject to terms agreed upon, a record of the public hearing and a Afiscal impact statement with respect to the Project have been filed with the City Council; and

WHEREAS, the Bonds shall not constitute a debt or a pledge of the faith and credit of the Commonwealth, or any political subdivision thereof, including but not limited to, the City, the Authority or the County, but shall be paid solely from the revenues of the Project.

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF HARRISONBURG, VIRGINIA:

1. The City Council approves the issuance of the Bonds by the Authority for the benefit of the Owner to the extent required by Section 147(f)(2) of the Code to permit the Authority to assist in the financing of the Project.
2. The approval of the issuance of the Bonds, as required by Section 147(f)(2) of the Code, does not constitute an endorsement of the Bonds or the creditworthiness of the Owner, but, as required by Section 36-29 of the Act, the Bonds (and such Bonds shall so state on their face) shall not be debt of the City, the County, the Commonwealth or any political subdivision thereof (other than the Authority) and neither the City, the County nor the Commonwealth or any political subdivision thereof (other than the Authority) shall be liable thereon, nor in any event shall the Bonds be payable out of any funds or properties other than those of the Authority specifically pledged thereto. The Bonds shall not constitute an indebtedness within the meaning of any constitutional or statutory debt limitation or restriction.

3. This Resolution shall take effect immediately upon its adoption.

CERTIFICATE

Record of the roll-call vote by the City Council of the City of Harrisonburg, Virginia, upon reading on a resolution titled "RESOLUTION OF THE CITY COUNCIL OF THE

CITY OF HARRISONBURG, VIRGINIA APPROVING THE ISSUANCE OF MULTIFAMILY HOUSING REVENUE BONDS TO FINANCE THE HUNTINGTON VILLAGE APARTMENTS PROJECT"

**taken at a regular meeting of the City Council held on January 25, 2000:**

NAME      AYE    NAY    ABSTAIN    ABSENT

Rodney L. Eagle, Mayor X

Hugh J. Lantz, Vice Mayor X

Dr. Walter F. Green, III X

Larry M. Rogers X

John H. Byrd, Jr. X

Dated: January \_\_\_\_, 2000

[SEAL)

\_\_\_\_\_

Mayor, City of Harrisonburg, Virginia

ATTEST: \_\_\_\_\_

Clerk, City Council of City of

Harrisonburg, Virginia

The undersigned Clerk of the City Council of the City of Harrisonburg, Virginia (the ACity Council) hereby certifies that the foregoing is a true, correct and complete copy of a Resolution adopted by the City Council at its meeting duly called and held on January 25, 2000, in accordance with law, and that such Resolution has not been repealed, revoked, rescinded or amended, but is in full force and effect as of the date hereof.

WITNESS my hand and the seal of the City of Harrisonburg, Virginia this \_\_\_\_ day of January, 2000.

\_\_\_\_\_

Clerk, City Council of the City of

Harrisonburg, Virginia

City Manager Stewart explained that this financing would be through the Redevelopment and Housing Authority for up to \$12,000,000 for a project in Henrico County. The bonds will not be a debt or obligation of the City. Vice-Mayor Lantz offered a motion to approve this resolution issuing multifamily housing revenue bonds for a project in Henrico County. The motion was seconded by Council Member Green, and approved with a recorded roll call vote taken as follows:

Vote: Yes - Council Member Green

Council Member Rogers

Council Member Byrd

Vice-Mayor Lantz

Mayor Eagle

Absent: None

Planning and Community Development Director Turner introduced a request by Tim Lacey for approval of a preliminary subdivision plat, with variances, for ASpringfield Village, an R-1 subdivision proposed to be located on Garber's Church Road. She explained that Mr. Lacey has withdrawn his request to rezone this 8.8 acre site to Conditional R-2 and has modified his subdivision plat to reflect the existing R-1 zoning classification. This property, identified as tax map parcel 114-A-1, is proposed to be divided into 25 single family lots. The applicant is requesting variances from Section 10-2-42 of the Subdivision ordinance to create two flat lots which do not meet the minimum 80 foot lot width and variances to the Design and Construction Standards Manual. The applicant's proposed Springfield Drive has a 6% grade, a variance to the 4% City standard. There is also a request for a variance to the City standard for maximum length of a cul-de-sac. The City standard is 800 feet in length, serving a maximum of 20 units. The request is for an 850-foot long cul-de-sac serving 23 units. Staff recommended denial of the preliminary plat as it does not allow for future street connection to other undeveloped property in the area, as well as because there was not sufficient hardship to warrant the requested variances to grade and cul-de-sac length. Although it may take time for these adjacent properties to develop, once permanent cul-de-sacs are built, the opportunity for a connecting street and efficient traffic flow is lost forever. Planning Commission voted not to recommend approval of the plat, with four members voting not to approve and two members voting for approval.

Some discussion by Council Members, Tim Lacey, Stacy Turner, Steve Stewart, and Jim Baker included steep topographic conditions, traffic conditions, elevation, future street connections in other major developments, no connecting streets between the cul-de-sacs, buses going into cul-de-sac, existing private driveways, and developer building affordable homes while not losing any more lots in the subdivision. Vice-Mayor Lantz offer a motion to table this item until the next meeting. The motion was seconded by Council Member Rogers, and approved with a unanimous vote of Council.

Planning and Community Development Director Turner introduced a request by Harrisonburg Townhomes, L.L.C. for approval of a Preliminary Subdivision Plat with a variance, entitled Avalon Woods Subdivision, for a property off Ridgeville Lane. She explained that the request was to subdivide a 7.04 acre site off of Ridgeville Lane into 64 townhouse lots and that the applicant is requesting a variance to Section 10-2-42(d) of the Subdivision Ordinance, which requires that all lots front on a public street. She reviewed that the site and surrounding areas zoned R-3 Multiple Dwelling Residential District, with the exception of property located to the west, which is zoned R-1, Single-Family Residential. This R-1 area is a part of the Ashby Estates subdivision on Nelson. The area zoned R-3 has been zoned this way since it was annexed in 1983. She said that Planning Commission recommended approval of the request. Vice-Mayor Lantz offered a motion to

approve this request by Harrisonburg Townhomes, LLC. The motion was seconded by Council Member Rogers, and approved with a recorded roll call vote taken as follows:

Vote: Yes - Council Member Green

Council Member Rogers

Council Member Byrd

Vice-Mayor Lantz

Mayor Eagle

Absent: None

City Manager Stewart presented a request for a supplemental appropriation for the School Board's operating budget. He explained that these funds are unanticipated receipts from the Federal Government that were not known until recently. This ARefugee Children Impact Grant will be used to help AEnglish as a Second Language students. Council Member Rogers offered a motion to approve this request for a first reading, and that:

\$25,098.00 chge. to: 1111-33301 School Revenue - Federal

\$25,098.00 approp. to: 111114-40610 Instruction

The motion was seconded by Vice-Mayor Lantz, and approved with a recorded roll call vote taken as follows:

Vote: Yes - Council Member Green

Council Member Rogers

Council Member Byrd

Vice-Mayor Lantz

Mayor Eagle

Absent: None

City Manager Stewart presented a request for a supplemental appropriation for East Side Road Improvement Capital Project Fund. He explained that the City has received \$107,432.76 in interest on the \$7,330,000 road bonds which has not been appropriated. The \$7,330,000 has been spent but there are some interest earnings that have not been appropriated. Approval of this request will appropriate the remaining interest. Council Member Rogers offered a motion to approve this request for a first reading, and that:

\$65,727.60 chge. to: 1310-31010 Amount from fund balance

41,705.16 chge. to: 1310-31513 Investment earnings

\$107,432.76 approp. to: 1310-910141-48607 East Side Road Improvement

The motion was seconded by Vice-Mayor Lantz, and approved with a recorded roll call vote taken as follows:

Vote: Yes - Council Member Green

Council Member Rogers

Council Member Byrd

Vice-Mayor Lantz

Mayor Eagle

Absent: None

At 8:50 p.m., Vice-Mayor Lantz offered a motion that Council enter a closed session for discussion and consideration of personnel and prospective candidates to be appointed to the Community Services (Chapter 10) Board, Social Services Advisory Board, Commission on Children and Youth, Harrisonburg Parking Authority, Harrisonburg Redevelopment and Housing Authority, Parks and Recreation Commission, Harrisonburg Planning Commission, and the Rockingham-Harrisonburg ASAP and the evaluation of a City Department, exempt from public meeting requirements pursuant to Section 2.1-344(A)(1) of the Code of Virginia, 1950, amended. Discussion concerning a prospective business locating within the City, exempt from public meeting requirements pursuant to Section 2.1-344(A)(5) of the Code of Virginia, 1950, as amended. Consultation with the City Attorney and briefing by staff members pertaining to pending litigation, exempt from public meeting requirements pursuant to Section 2.1-344(A)(3) of the Code of Virginia, 1950, as amended. The motion was seconded by Council Member Rogers, and approved with a unanimous vote of Council.

At 11:55 p.m., the closed session was declared closed and the regular session reconvened. The following statement was agreed to with a unanimous recorded vote of the Council: I hereby certify to the best of my knowledge and belief that (1) only public matters lawfully exempt from open meeting requirements pursuant to Chapter 21 of the title 2.1 of the Code of Virginia, 1950, as amended, and (2) only such public matters as were identified in the motion by which the executive or closed meeting were convened, were heard, discussed or considered in the closed session by the City Council.

City Manager Stewart, Police Chief Harper and Human Resource Director Whistleman presented a brief overview of a proposed pilot compensation plan to be used in the Police Department known as broad-banding. This plan bases compensation on skill levels that would require the combination of several salary grades to create a broader salary range. The proposal is to create two bands - one to go from entry level Police Officer I to the top of the scale for sergeant and the second band to include Lieutenants and Captains. As a part of the implementation, it is requested to make lump sum salary adjustments from Police Officer I through Captains and to offer specialized training pay based on the following schedule:

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#### SPECIALIZED TRAINING PAY

This pay would be a supplement to the officer's annual base salary and would be comparable with extra disciplines or certifications that the officer has achieved through specialized training. The pay would become part of the officer's base salary. New, certified officers with disciplines from another police agency and recruits will not be eligible until completion of probation. The concept is to identify key areas of certification and attach a monetary reward to these disciplines. A maximum of three (3) disciplines will be identified for

each officer, with those greatest in value receiving compensation.

40 hour discipline \$ 200

80 hour discipline \$ 300

200 hour discipline \$ 400

400 hour discipline \$1,000

It is further proposed to offer a \$300 per year uniform cleaning allowance for all officers and dispatchers. The estimated cost for the balance of the fiscal year is approximately \$107,450. Grant funds are available to offset the cost of the lump sum salary increases of approximately \$53,550. Council Members expressed support for the concept of broad-banding and for increasing these compensation package based on skill levels. Council Member Green offered a motion to approve the broad-banding pilot program, specialized training pay and uniform cleaning allowance with necessary funds being made available from grant proceeds and reserve for contingencies. The motion was seconded by Council Member Rogers, and approved with a unanimous vote of Council.

Council Member Green offered a motion for the following people to be appointed to Commissions and Boards: Alcohol Safety Action Commission; Joe Lynch, 110 Newman Avenue, to a term; Harrisonburg Redevelopment and Housing Authority; Pat Sweet, 488 South Mason Street, to a first term to expire on November 29, 2003; Community Services (Chapter 10) Board; Wayne E. Heatwole, 530 Collicello Street, to a first term to expire on January 25, 2003; Harrisonburg Planning Commission; Todd Alexander, 271 Paul Street, to a second term to expire on December 31, 2003; and Parks and Recreation Commission; Robert E. Toohey, 520 West Gay Street, to a first term to expire on December 31, 2003.

At 12:16 a.m., there being no further business and on motion adopted the meeting was adjourned.

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CLERK MAYOR