A regular meeting of the Board of Supervisors of Albemarle County, Virginia was held on May 20, 2026, at 2:30 p.m. in Lane Auditorium, Albemarle County Office Building, 401 McIntire Road, Charlottesville, VA 22902.

BOARD MEMBERS PRESENT: Ms. Sally A. Duncan **(absent from 6:08 p.m. –6:24 p.m.)**, Mr. Ned L. Gallaway, Ms. Beatrice "Bea" J.S. LaPisto-Kirtley, Ms. Ann H. Mallek, Mr. Frederick "Fred" A. Missel, and Mr. Mike O. D. Pruitt.

ABSENT: None.

OFFICERS PRESENT: County Executive, Jeffrey B. Richardson; County Attorney, Andy Herrick; Clerk, Claudette K. Borgersen; and Senior Deputy Clerk, Travis O. Morris.

Agenda Item No. 1. Call to Order. The meeting was called to order at 2:30 p.m. by the Chair, Mr. Ned Gallaway.

Mr. Gallaway introduced the following Albemarle County Police Department officers present: Officer Tayvaun Richardson and Senior Police Officer Ryan Esquirell.

Agenda Item No. 2. Pledge of Allegiance.
Agenda Item No. 3. Moment of Silence.

Agenda Item No. 4. Adoption of Final Agenda.

Mr. Gallaway said that the applicant had requested deferral for Item 9, SE-2025-00040 528 Clarks Tract Building Site Modification. He asked for a motion from the Board to take action on the request.

Mr. Pruitt **moved** that the Board of Supervisors accept the request for deferral of SE-2025-00040 528 Clarks Tract Building Site Modification. Ms. Duncan **seconded** the motion.

In further discussion, Ms. Mallek said that in the past, a reason related to the planning or legislative process was typically cited as a reason for deferral. She said that therefore, if this was a convenience matter for the applicant and they had had two years to resolve their zoning issues, she was unclear as to why this was being brought up at the last minute.

Mr. Gallaway asked if there were any legal responses to the points presented by Ms. Mallek.

Mr. Herrick stated that the applicant's representative had informed them that she was unavailable due to a personal matter.

Ms. Mallek noted that the item was not a public hearing and the applicant would not need to give a presentation, and staff had presented these items in the past.

Mr. Herrick said that was correct, although it was not uncommon for applicants in special exception applications to request time during "Matters from the Public" to discuss their matter. He said that Ms. Mallek was correct that it was not a public hearing, and it was not a matter of the applicant intentionally delaying the process; rather, the applicant's representative was simply unavailable due to a personal matter.

Ms. Mallek asked if they could not be reached by telephone.

Mr. Herrick said that was his understanding, yes.

Ms. LaPisto-Kirtley said that she had no concerns about delaying this issue.

Mr. Gallaway called the vote on approving the deferral of Item 9.

Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Duncan, Mr. Gallaway, Ms. LaPisto-Kirtley, Mr. Missel, and Mr. Pruitt.
NAYS: Ms. Mallek.

Ms. LaPisto-Kirtley **moved** to adopt the final agenda as amended.

Ms. Mallek **seconded** the motion. Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Duncan, Mr. Gallaway, Ms. LaPisto-Kirtley, Ms. Mallek, Mr. Missel, and Mr. Pruitt.
NAYS: none.

Agenda Item No. 5. Brief Announcements by Board Members.

Ms. Mallek stated that she would like to take a moment to remember Barney Frank, a wonderful moderate congressman from Massachusetts, who had passed away today at the age of 86. She announced that on Monday, May 25, at 10:00 a.m. at Earlysville Green, the Veterans of Foreign Wars (VFW) Post 2044 would be hosting a Memorial Day ceremony, which she hoped everyone on the Board would be able to attend. She said that the keynote speaker would be National Ground Intelligence Center (NGIC) Commander Colonel Jay McGee, providing a great opportunity to meet with him.

Ms. Mallek announced that on June 1 at 6:00 p.m. at Piedmont Virginia Community College (PVCC) Bolick Center, the Department of Environmental Quality (DEQ) would be hosting a public hearing on adding 1,700 more acres to the Albemarle County bundle for sewage sludge, which already spanned over 5,000 acres across eight properties in southern Albemarle. She said that this was a time for individuals to learn about the process and share their concerns, and she encouraged everyone to take advantage of this opportunity. The hearing would be conveniently located at PVCC, making it more accessible than previous events. She said that more information would be available at townhall.virginia.gov.

Ms. Mallek reported that the General Assembly recently passed the Farmers' Right to Know Act, HB 1433 and SB 386, which required testing at the source and before spreading biosolids on the field. She said that farmers were in a bad spot, because for 50 years they had been told the practice was totally fine. She said that she was concerned about the potential impact of adding more acres and wanted people to make informed decisions and gather as much information as possible.

Mr. Missel reported that last week, Ms. Mallek and he attended a presentation by Piedmont Environmental Council (PEC) regarding the Dominion power line at the Keswick Hunt Club, which was well attended and informative. He explained that the project had a significant impact on Rural Area, viewsheds, and historic districts. He encouraged everyone to take a look at the information and learn more about it, and there would be opportunities in the future for them to share their perspectives.

Mr. Gallaway reported that Board members had attended several high school commencement ceremonies, and he felt it was a great privilege to be able to join families celebrating their children's graduations from all their different programs. He said that a few ceremonies were still upcoming, and he sincerely wished all the graduating students good luck and congratulations.

Ms. LaPisto-Kirtley stated that she was unable to attend the meeting regarding the Hunt Club, but she had received some information on the topic due to it mainly being in the Rivanna District. She said that if anyone wanted to contact PEC, they could provide information on the transmission line project and what Dominion, soon to be NextEra Energy, would be doing.

Ms. LaPisto-Kirtley reported that she had recently attended the Farm Bureau meeting with Ms. Mallek, which was a nice opportunity to chat with their local farmers.

Agenda Item No. 6. Proclamations and Recognitions.

There were none.

Agenda Item No. 7. Public Comment on Matters Previously Considered or Currently Pending Before the Board (Other than Scheduled Public Hearings).

Mr. Jim Webb, Rio District, said that he wanted to discuss Love Thy Neighbor Coalition, an interfaith coalition formed out of concern over immigration enforcement practices. He said that last summer, a working group at Charlottesville Friends Meeting, their Quaker congregation, had organized a gathering on faith and immigration at Northside Library. He said that a call had been sent out to all faith communities, including Christian, Muslim, Jewish, Buddhist, and Baha'i congregations in the greater Charlottesville area, and approximately 130 people from an array of religious groups and people of conscience had gathered to discuss ways to support their immigrant neighbors. He stated that over the past 10 months, Love Thy Neighbor had organized educational sessions and film screenings at churches to raise awareness of the fearful and inhumane conditions faced by their immigrant neighbors. He said that they had convened an interfaith gathering on the Downtown Mall, attended by hundreds, to show support for their immigrant neighbors.

Mr. Webb said that toward this end, the Love Thy Neighbor Working Group had issued the following statement on immigration enforcement: "We, as members of faith communities and people of conscience, are guided by moral values to support the family and to show compassion to the stranger. We condemn the enforcement of policies that shatter immigrant families, when neither parents nor children have been charged with violent crimes. We condemn detention without informing family members of the whereabouts of their loved ones or permitting communication and visitation. We call upon our elected leaders and fellow citizens to ensure that immigrant families remain together and are treated with fairness and humanity.

Mr. Webb said that this statement on immigration enforcement had been endorsed by numerous faith communities, including Charlottesville Friends Meeting, Sojourners United Church of Christ, Grace Church Red Hill, Tabor Presbyterian Church, and Westminster Presbyterian Church. He said that it had been signed by hundreds of individuals in the greater Charlottesville area. He said that they called upon the members of the Albemarle Board of Supervisors to take all necessary actions to keep immigrant families safe and to ensure that all immigrants were treated with fairness and humanity. He said that their moral obligations to each other demanded no less.

_____

Ms. Vikki Bravo, representing Interfaith Movement Promoting Action by Congregations Together, said that she would like to speak about the revised guidelines for the Affordable Housing Investment Fund (AHIF). She said that they were pleased to see the updated guidelines and had comments on two areas. She said that the first area of concern was proposals for rental housing at 60% Area Median Income (AMI), received 10 points, and funding for for-sale residents at 80% AMI, which also received 10 points. She said that they believed that building apartments at 60% AMI should receive more points.

Ms. Bravo said that they understood that it was more expensive to build housing for sale, but the most need was at 60% and below. She said that this range covered working people, such as teachers and firefighters, who served their community and were often underpaid. She said that they maintained that the need in Albemarle County warranted favoring building at 60% AMI, which better served the needs of their community. She said that the second area of concern was the Community Stakeholders Review Committee. She said that they would like more information on the expertise and experience they were looking for in its members and how it would operate.

Ms. Bravo said that lastly, she would like to express her thanks to the Board of Supervisors for the significant time and energy they had invested in addressing affordable housing issues, bringing them to where they were today. She said that she would also like to thank County Executive Richardson and his staff for their thoughtful work on affordable housing. And she said that she would like to extend a special thank you to Dr. Stacy Pethia, who had had the hard job of bringing together diverse perspectives and had persevered over the years.

_____

Mr. Gary Grant, Rio District, said that he was an older American for 12 months of the year, but he appreciated the signs for the month of May throughout the parking lot. He said that he had several questions for the Board today, in no particular order. He said that he would like to revisit a question he had asked at the Board's meeting on April 15, which had yet to receive a response from the Board, County Executive, or any member of his staff. He said that the question remained: could he sit or stand on the Route 29 pedestrian overpass sidewalk and display a sign attached to the fence, potentially distracting drivers below? He said that he would appreciate a yes or no answer to this question as soon as possible.

Mr. Grant asked if this Board or any County employee had reviewed the IRS 990 tax returns for all nonprofit agencies that received funding from Albemarle County. He asked if the County had advertised the fact that private donations could be made to the Albemarle Housing Investment Fund. He said that as of April 30, according to the Budget Office, zero private dollars had been donated to AHIF, which, in his opinion, highlighted the impact of those who preferred to use other people's money for affordable housing.

Mr. Grant asked if wooden pallets were considered yard debris or trimmings and allowed by County ordinance to be included in residential open burns. He said that he wondered why there were no Community Advisory Committees (CAC) established for constituents living in Rural Areas of the County's magisterial districts. He said that he was curious about whether this Board would be willing to consider creating six Rural Area Community Advisory Committees (CACs) to increase engagement and participation. He said that he had a last question, to which he did not want an answer if it compromised the County's security plans. He said that the question was: how was it possible for an item made of metal, such as his metal water bottle, to be brought so close to the Board members at their meetings through security.

_____

Mr. Neil Williamson, President of the Free Enterprise Forum, a public policy organization focused on Central Virginia's local government. He said that in today's meeting, the Board would receive the Fiscal Year (FY) 27 Albemarle Housing Investment Fund process recommendations. He said that he had found the AHIF matrix to be challenging to understand, and it would be equally difficult to administer. He said that this led him to consider a simpler approach to achieving the goal of equitable assistance in the creation of affordable housing.

Mr. Williamson said that he wondered if Albemarle could adopt a recommendation that followed the "keep it sweet and simple" (KISS) principle, making it easier to administer and reducing bias towards specific builders. He said that one simple affordable housing recommendation that had been made before did not appear in any of the AHIF options. He said that they may be aware that there was a significant increase in housing costs coming to Albemarle County, which had not garnered significant attention. He said that in tomorrow's meeting, the Albemarle County Service Authority (ACSA) would be reviewing their new budget, which increased connection fees by 15%, and over the next five years, these fees would increase by 15% annually.

Mr. Williamson suggested that AHIF could pay all the connection fees for all housing developed as affordable under the Housing Albemarle policy. He said that additionally, they could use AHIF to pay for building inspection and permitting fees. He said that this would be a significant step towards making housing affordable on units that had already been deemed affordable. He said that there would be no need for subjective review, and for-profit and non-profit developers would be treated equally. He said that this approach would not preclude other developer incentives that this Board had already discussed, including tax abatement and other strategies.

Mr. Williamson said that in his opinion, this was an elegantly simple way to equitably impact and increase affordable housing. He said that the Free Enterprise Forum believed that Albemarle County should adopt the KISS principle and add connection fee payments as one of the recommendations for AHIF funding.

Agenda Item No. 8. Consent Agenda.

Ms. Mallek **moved** to approve the consent agenda as presented.

Mr. Missel **seconded** the motion. Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Duncan, Mr. Gallaway, Ms. LaPisto-Kirtley, Ms. Mallek, Mr. Missel, and Mr. Pruitt.
NAYS: None.

Item No. 8.1. Approval of Minutes: March 4, March 9, and March 11, 2026.

Mr. Missel had reviewed the minutes of March 4, 2026, and found them to be in order.

Ms. LaPisto-Kirtley had reviewed the minutes of March 9, 2026, and found them to be in order.

Ms. Mallek had reviewed the minutes of March 11, 2026, and found them to be in order.

By the above-recorded vote, the Board approved the minutes of March 4, March 9, and March 11, 2026.

Item No. 8.2. Adoption of the FY27 County Pay Scales.

The Executive Summary forwarded to the Board states that County Government maintains a Classified Employee pay scale and separate Public Safety pay scales for the Police Department, Department of Fire Rescue, and Sheriff's Office. Virginia Code § 15.21500, § 15.2-1506, and related provisions establish that employee compensation is set by the Board of Supervisors.

On April 22, 2026, the Board adopted the County's FY27 budget, which included all funding necessary to support the County's pay plan. The attached resolution (Attachment A) formally adopts the FY27 pay scales, which provide the structure to administer that pay plan. The Classified and Public Safety pay scales will be effective July 1, 2026, and will apply to all classified County employees.

There is no anticipated budget impact. Funding was approved in the FY27 adopted budget.

Staff recommends the Board approve the resolution (Attachment A) adopting the FY27 pay scales.

By the above-recorded vote, the Board adopted the resolution (Attachment A) adopting the FY27 pay scales:

RESOLUTION TO ADOPT THE FY27 COUNTY PAY SCALES

WHEREAS, the Board of Supervisors ("Board") is responsible for establishing compensation for County employees in accordance with applicable provisions of the Code of Virginia § 15.2-1500, § 15.2-1506, and related sections of the Code of Virginia; and

WHEREAS, the County maintains a Classified Employee pay scale and separate Public Safety pay scales for the Police Department, Department of Fire Rescue, and Sheriff's Office to ensure equitable, competitive, and consistent compensation practices; and

WHEREAS, on April 22, 2026, the Board adopted the County's Fiscal Year 2027 (FY27) budget, which included funding to support the County's employee compensation plan; and

WHEREAS, the adoption of updated pay scales is necessary to implement and administer the FY27 compensation plan in accordance with the adopted budget;

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of Albemarle County, Virginia, that the FY27 County Pay Scales are hereby adopted as follows:

1. **Classified Employee Pay Scale** (Attachment B)
2. **Police Department Pay Scale** (Attachment C)
3. **Department of Fire Rescue Pay Scale** (Attachment D)
4. **Sheriff's Office Pay Scale** (Attachment E)

BE IT FURTHER RESOLVED that these pay scales shall become effective July 1, 2026, and shall apply to all County employees as appropriate; and

BE IT FURTHER RESOLVED that the County Executive, or designee, is authorized to administer and implement these pay scales consistent with the FY27 adopted budget and applicable County policies.

* * * * *

COUNTY OF ALBEMARLE Classified Salary Scale
Effective July 1, 2026 through June 30, 2027

Pay Grade	Minimum Annual	Midpoint Annual	Maximum Annual	Range Spread
25	$35,193	$42,231	$49,270	40%
26	$38,008	$45,609	$53,211	40%
27	$41,049	$49,258	$57,468	40%
28	$44,332	$53,199	$62,065	40%
29	$44,196	$57,455	$70,714	60%
30	$47,732	$62,051	$76,371	60%
31	$51,550	$67,015	$82,480	60%
32	$55,674	$72,377	$89,079	60%
33	$60,128	$78,167	$96,205	60%
34	$64,938	$84,420	$103,901	60%
35	$70,134	$91,174	$112,214	60%
36	$75,744	$98,467	$121,191	60%
37	$81,804	$106,345	$130,886	60%
38	$88,348	$114,852	$141,357	60%
39	$95,416	$124,041	$152,665	60%
40	$103,049	$133,964	$164,879	60%
41	$111,293	$144,681	$178,069	60%
Leadership Band	$145,000		$230,000	NA

* * * * *

County of Albemarle Public Safety Pay Scale
Police Department July 1, 2026 - June 30, 2027

Hourly Rate Step Scale *2% increase between steps

Police Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Police Captain	10%								$51.71	$52.77	$53.82	$54.90	$56.00	$57.12	$58.26	$59.43	$60.61	$61.83	$63.06	$64.32	$65.61	$66.92	$68.26	$69.63	$71.02	$72.44	$73.89	$75.37	$76.87	$78.41	$79.98	$81.58
Police Lieutenant	10%							$46.07	$47.01	$47.97	$48.93	$49.91	$50.91	$51.93	$52.96	$54.02	$55.10	$56.21	$57.33	$58.48	$59.65	$60.84	$62.06	$63.30	$64.56	$65.85	$67.17	$68.52	$69.89	$71.28	$72.71	$74.16
Police Sergeant	10% (above Master Police Officer)				$39.42	$40.22	$41.05	$41.88	$42.74	$43.61	$44.48	$45.37	$46.28	$47.21	$48.15	$49.11	$50.09	$51.10	$52.12	$53.16	$54.22	$55.31	$56.41	$57.54	$58.69	$59.87	$61.07	$62.29	$63.53	$64.80	$66.10	$67.42
Animal Protection Supervisor	5%			$36.88	$37.63	$38.40	$39.18	$39.98	$40.80	$41.63	$42.46	$43.31	$44.18	$45.06	$45.96	$46.88	$47.82	$48.77	$49.75	$50.74	$51.76	$52.79	$53.85	$54.93	$56.03	$57.15	$58.29	$59.46	$60.64	$61.86	$63.09	$64.36
Master Police Officer	5%									$39.65	$40.44	$41.25	$42.07	$42.91	$43.77	$44.65	$45.54	$46.45	$47.38	$48.33	$49.29	$50.28	$51.29	$52.31	$53.36	$54.43	$55.51	$56.62	$57.76	$58.91	$60.09	$61.29
Senior Police Officer	5%						$35.58	$36.29	$37.02	$37.76	$38.51	$39.28	$40.07	$40.87	$41.69	$42.52	$43.37	$44.24	$45.12	$46.03	$46.95	$47.89	$48.84	$49.82	$50.82	$51.83	$52.87	$53.93	$55.01	$56.11	$57.23	$58.37
Police Officer First Class	5%			$31.93	$32.57	$33.22	$33.89	$34.56	$35.25	$35.96	$36.68	$37.41	$38.16	$38.92	$39.70	$40.50	$41.31	$42.13	$42.98	$43.84	$44.71	$45.61	$46.52	$47.45	$48.40	$49.37	$50.35	$51.36	$52.39	$53.43	$54.50	$55.59
Police Officer		$29.23	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92	$33.58	$34.25	$34.93	$35.63	$36.34	$37.07	$37.81	$38.57	$39.34	$40.13	$40.93	$41.75	$42.58	$43.43	$44.30	$45.19	$46.09	$47.01	$47.95	$48.91	$49.89	$50.89	$51.91	$52.95

Estimated Salary Annualized at 2080 Hours

Police Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Police Captain	10%								$107,564	$109,759	$111,954	$114,193	$116,477	$118,806	$121,183	$123,606	$126,078	$128,600	$131,172	$133,795	$136,471	$139,201	$141,985	$144,824	$147,721	$150,675	$153,689	$156,763	$159,898	$163,096	$166,358	$169,685
Police Lieutenant	10%							$95,829	$97,785	$99,781	$101,776	$103,812	$105,888	$108,006	$110,166	$112,369	$114,617	$116,909	$119,247	$121,632	$124,065	$126,546	$129,077	$131,659	$134,292	$136,978	$139,717	$142,511	$145,362	$148,269	$151,234	$154,259
Police Sergeant	10% (above Master Police Officer)				$81,994	$83,668	$85,375	$87,118	$88,896	$90,710	$92,524	$94,374	$96,262	$98,187	$100,151	$102,154	$104,197	$106,281	$108,407	$110,575	$112,786	$115,042	$117,343	$119,690	$122,083	$124,525	$127,016	$129,556	$132,147	$134,790	$137,486	$140,235
Animal Protection Supervisor	5%			$76,702	$78,267	$79,865	$81,495	$83,158	$84,855	$86,587	$88,318	$90,085	$91,886	$93,724	$95,599	$97,511	$99,461	$101,450	$103,479	$105,549	$107,660	$109,813	$112,009	$114,249	$116,534	$118,865	$121,242	$123,667	$126,140	$128,663	$131,236	$133,861
Master Police Officer	5%									$82,463	$84,113	$85,795	$87,511	$89,261	$91,046	$92,867	$94,725	$96,619	$98,551	$100,522	$102,533	$104,584	$106,675	$108,809	$110,985	$113,205	$115,469	$117,778	$120,134	$122,536	$124,987	$127,487
Senior Police Officer	5%						$74,007	$75,487	$76,997	$78,537	$80,107	$81,709	$83,344	$85,011	$86,711	$88,445	$90,214	$92,018	$93,859	$95,736	$97,650	$99,603	$101,596	$103,627	$105,700	$107,814	$109,970	$112,170	$114,413	$116,701	$119,035	$121,416
Police Officer First Class	5%			$66,417	$67,746	$69,101	$70,483	$71,892	$73,330	$74,797	$76,293	$77,819	$79,375	$80,962	$82,582	$84,233	$85,918	$87,636	$89,389	$91,177	$93,000	$94,860	$96,758	$98,693	$100,667	$102,680	$104,734	$106,828	$108,965	$111,144	$113,367	$115,634
Police Officer		$60,798	$62,014	$63,255	$64,520	$65,810	$67,126	$68,469	$69,838	$71,235	$72,660	$74,113	$75,596	$77,107	$78,649	$80,222	$81,827	$83,463	$85,132	$86,835	$88,572	$90,343	$92,150	$93,993	$95,873	$97,790	$99,746	$101,741	$103,776	$105,851	$107,969	$110,128

Education and Certification Stipends:

$1000 for Associates degree or
$2000 for Bachelors degree

$1500 for Detective Certification

* * * * *

COUNTY OF ALBEMARLE Classified Public Safety Pay Scale

Fire Rescue July 1, 2026 - June 30, 2027

Base Annual Salary for 2080 & 2496 Schedule

Fire Rescue Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Battalion Chief	15%									$102,896	$104,954	$107,053	$109,194	$111,378	$113,605	$115,877	$118,195	$120,559	$122,970	$125,429	$127,938	$130,497	$133,106	$135,769	$138,484	$141,254	$144,079	$146,960	$149,899	$152,897	$155,955	$159,075
Fire Captain II	5%								$87,720	$89,474	$91,264	$93,089	$94,951	$96,850	$98,787	$100,763	$102,778	$104,834	$106,930	$109,069	$111,250	$113,475	$115,745	$118,060	$120,421	$122,829	$125,286	$127,792	$130,347	$132,954	$135,613	$138,326
Fire Captain	15% from Fire Tech II							$81,905	$83,543	$85,214	$86,918	$88,656	$90,430	$92,238	$94,083	$95,965	$97,884	$99,841	$101,838	$103,875	$105,953	$108,072	$110,233	$112,438	$114,686	$116,980	$119,320	$121,706	$124,140	$126,623	$129,156	$131,739
Lieutenant	5%						$73,316	$74,783	$76,278	$77,804	$79,360	$80,947	$82,566	$84,217	$85,902	$87,620	$89,372	$91,160	$92,983	$94,842	$96,739	$98,674	$100,648	$102,661	$104,714	$106,808	$108,944	$111,123	$113,346	$115,612	$117,925	$120,283
Fire Technician II	5%						$69,825	$71,222	$72,646	$74,099	$75,581	$77,093	$78,634	$80,207	$81,811	$83,447	$85,116	$86,819	$88,555	$90,326	$92,133	$93,975	$95,855	$97,772	$99,727	$101,722	$103,756	$105,831	$107,948	$110,107	$112,309	$114,555
Fire Technician I	5%					$65,196	$66,500	$67,830	$69,187	$70,570	$71,982	$73,421	$74,890	$76,388	$77,915	$79,474	$81,063	$82,684	$84,338	$86,025	$87,745	$89,500	$91,290	$93,116	$94,978	$96,878	$98,816	$100,792	$102,808	$104,864	$106,961	$109,100
Fire Fighter		$57,363	$58,510	$59,680	$60,874	$62,092	$63,333	$64,600	$65,892	$67,210	$68,554	$69,925	$71,324	$72,750	$74,205	$75,689	$77,203	$78,747	$80,322	$81,928	$83,567	$85,238	$86,943	$88,682	$90,456	$92,265	$94,110	$95,992	$97,912	$99,870	$101,868	$103,905

Hourly Rate at 2080 Annual Hours

Fire Rescue Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Battalion Chief	15%									$49.47	$50.46	$51.47	$52.50	$53.55	$54.62	$55.71	$56.82	$57.96	$59.12	$60.30	$61.51	$62.74	$63.99	$65.27	$66.58	$67.91	$69.27	$70.65	$72.07	$73.51	$74.98	$76.48
Fire Captain II	5%								$42.17	$43.02	$50.46	$51.47	$52.50	$53.55	$54.62	$55.71	$56.82	$57.96	$59.12	$60.30	$61.51	$62.74	$63.99	$65.27	$66.58	$67.91	$69.27	$70.65	$72.07	$73.51	$74.98	$76.48
Fire Captain	15% from Fire Tech II							$39.38	$40.16	$40.97	$41.79	$42.62	$43.48	$44.35	$45.23	$46.14	$47.06	$48.00	$48.96	$49.94	$50.94	$51.96	$53.00	$54.06	$55.14	$56.24	$57.37	$58.51	$59.68	$60.88	$62.09	$63.34
Lieutenant	5%						$35.25	$35.95	$36.67	$37.41	$38.15	$38.92	$39.70	$40.49	$41.30	$42.12	$42.97	$43.83	$44.70	$45.60	$46.51	$47.44	$48.39	$49.36	$50.34	$51.35	$52.38	$53.42	$54.49	$55.58	$56.69	$57.83
Fire Technician II	5%						$33.57	$34.24	$34.93	$35.62	$36.34	$37.06	$37.80	$38.56	$39.33	$40.12	$40.92	$41.74	$42.57	$43.43	$44.29	$45.18	$46.08	$47.01	$47.95	$48.90	$49.88	$50.88	$51.90	$52.94	$53.99	$55.07
Fire Technician I	5%					$31.34	$31.97	$32.61	$33.26	$33.93	$34.61	$35.30	$36.00	$36.72	$37.46	$38.21	$38.97	$39.75	$40.55	$41.36	$42.19	$43.03	$43.89	$44.77	$45.66	$46.58	$47.51	$48.46	$49.43	$50.42	$51.42	$52.45
Fire Fighter		$27.58	$28.13	$28.69	$29.27	$29.85	$30.45	$31.06	$31.68	$32.31	$32.96	$33.62	$34.29	$34.98	$35.68	$36.39	$37.12	$37.86	$38.62	$39.39	$40.18	$40.98	$41.80	$42.64	$43.49	$44.36	$45.25	$46.15	$47.07	$48.01	$48.97	$49.95

Hourly Rate at 2496 Annual Hours

Fire Rescue Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Battalion Chief	15%									$41.22	$42.05	$42.89	$43.75	$44.62	$45.51	$46.43	$47.35	$48.30	$49.27	$50.25	$51.26	$52.28	$53.33	$54.39	$55.48	$56.59	$57.72	$58.88	$60.06	$61.26	$62.48	$63.73
Fire Captain II	5%								$35.14	$35.85	$36.56	$37.30	$38.04	$38.80	$39.58	$40.37	$41.18	$42.00	$42.84	$43.70	$44.57	$45.46	$46.37	$47.30	$48.25	$49.21	$50.19	$51.20	$52.22	$53.27	$54.33	$55.42
Fire Captain	15% from Fire Tech II							$32.81	$33.47	$34.14	$34.82	$35.52	$36.23	$36.95	$37.69	$38.45	$39.22	$40.00	$40.80	$41.62	$42.45	$43.30	$44.16	$45.05	$45.95	$46.87	$47.80	$48.76	$49.74	$50.73	$51.75	$52.78
Lieutenant	5%						$29.37	$29.96	$30.56	$31.17	$31.79	$32.43	$33.08	$33.74	$34.42	$35.10	$35.81	$36.52	$37.25	$38.00	$38.76	$39.53	$40.32	$41.13	$41.95	$42.79	$43.65	$44.52	$45.41	$46.32	$47.25	$48.19
Fire Technician II	5%						$27.97	$28.53	$29.10	$29.69	$30.28	$30.89	$31.50	$32.13	$32.78	$33.43	$34.10	$34.78	$35.48	$36.19	$36.91	$37.65	$38.40	$39.17	$39.95	$40.75	$41.57	$42.40	$43.25	$44.11	$45.00	$45.90
Fire Technician I	5%					$26.12	$26.64	$27.18	$27.72	$28.27	$28.84	$29.42	$30.00	$30.60	$31.22	$31.84	$32.48	$33.13	$33.79	$34.47	$35.15	$35.86	$36.57	$37.31	$38.05	$38.81	$39.59	$40.38	$41.19	$42.01	$42.85	$43.71
Fire Fighter		$22.98	$23.44	$23.91	$24.39	$24.88	$25.37	$25.88	$26.40	$26.93	$27.47	$28.01	$28.58	$29.15	$29.73	$30.32	$30.93	$31.55	$32.18	$32.82	$33.48	$34.15	$34.83	$35.53	$36.24	$36.97	$37.70	$38.46	$39.23	$40.01	$40.81	$41.63

Hourly Rate at 2912 Annual Hours

Fire Rescue Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Battalion Chief	15%									$35.34	$36.04	$36.76	$37.50	$38.25	$39.01	$39.79	$40.59	$41.40	$42.23	$43.07	$43.93	$44.81	$45.71	$46.62	$47.56	$48.51	$49.48	$50.47	$51.48	$52.51	$53.56	$54.63
Fire Captain II	5%								$30.12	$30.73	$31.34	$31.97	$32.61	$33.26	$33.92	$34.60	$35.29	$36.00	$36.72	$37.45	$38.20	$38.97	$39.75	$40.54	$41.35	$42.18	$43.02	$43.88	$44.76	$45.66	$46.57	$47.50
Fire Captain	15% from Fire Tech II							$28.13	$28.69	$29.26	$29.85	$30.45	$31.05	$31.68	$32.31	$32.95	$33.61	$34.29	$34.97	$35.67	$36.38	$37.11	$37.85	$38.61	$39.38	$40.17	$40.98	$41.79	$42.63	$43.48	$44.35	$45.24
Lieutenant	5%						$25.18	$25.68	$26.19	$26.72	$27.25	$27.80	$28.35	$28.92	$29.50	$30.09	$30.69	$31.30	$31.93	$32.57	$33.22	$33.89	$34.56	$35.25	$35.96	$36.68	$37.41	$38.16	$38.92	$39.70	$40.50	$41.31
Fire Technician II	5%						$23.98	$24.46	$24.95	$25.45	$25.95	$26.47	$27.00	$27.54	$28.09	$28.66	$29.23	$29.81	$30.41	$31.02	$31.64	$32.27	$32.92	$33.58	$34.25	$34.93	$35.63	$36.34	$37.07	$37.81	$38.57	$39.34
Fire Technician I	5%					$22.39	$22.84	$23.29	$23.76	$24.23	$24.72	$25.21	$25.72	$26.23	$26.76	$27.29	$27.84	$28.39	$28.96	$29.54	$30.13	$30.74	$31.35	$31.98	$32.62	$33.27	$33.93	$34.61	$35.30	$36.01	$36.73	$37.47
Fire Fighter		$19.70	$20.09	$20.49	$20.90	$21.32	$21.75	$22.18	$22.63	$23.08	$23.54	$24.01	$24.49	$24.98	$25.48	$25.99	$26.51	$27.04	$27.58	$28.13	$28.70	$29.27	$29.86	$30.45	$31.06	$31.68	$32.32	$32.96	$33.62	$34.30	$34.98	$35.68

Approx Annual Salary w/ FLSA Scheduled OT for 2912 Schedule

Fire Rescue Department Positions	Promotion %	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30

Education and Certification Stipends:

$1000 for Associates degree or
$2000 for Bachelors degree

$10,000 for Advanced Life Support (ALS)

$1000 for Driver Pump Operator (DPO)

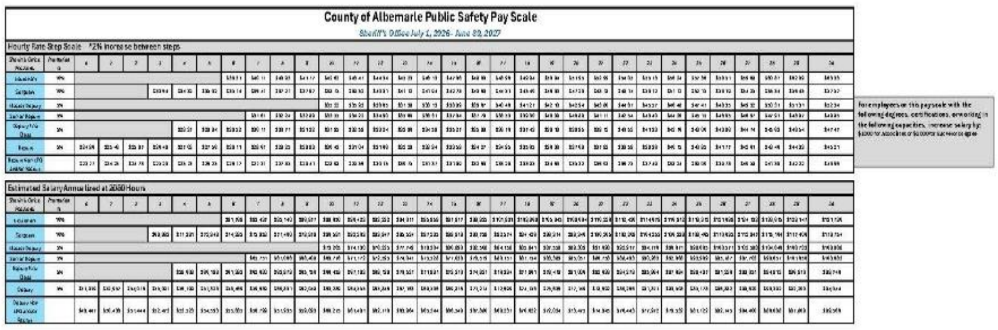
$1000 for Technical Rescue Technician (TRT)

$1000 for Hazardous Materials Technician (HAZMAT)

Battalion Chief	15%									$107,312	$109,459	$111,648	$113,881	$116,158	$118,482	$120,851	$123,268
Fire Captain II	5%								$91,485	$93,315	$95,182	$97,085	$99,027	$101,007	$103,028	$105,088	$107,190
Fire Captain	15% from Fire Tech II							$85,421	$87,129	$88,872	$90,649	$92,462	$94,311	$96,197	$98,121	$100,084	$102,086
Lieutenant	5%						$76,463	$77,990	$79,553	$81,144	$82,767	$84,422	$86,110	$87,832	$89,589	$91,381	$93,209
Fire Technician II	5%						$72,822	$74,279	$75,764	$77,280	$78,825	$80,402	$82,010	$83,650	$85,323	$87,029	$88,770
Fire Technician I	5%					$67,995	$69,355	$70,742	$72,157	$73,600	$75,072	$76,573	$78,105	$79,667	$81,260	$82,885	$84,543
Fire Fighter		$59,825	$61,022	$62,242	$63,487	$64,757	$66,052	$67,373	$68,721	$70,095	$71,497	$72,927	$74,385	$75,873	$77,390	$78,938	$80,517

Battalion Chief	$125,734	$128,248	$130,813	$133,430	$136,098	$138,820	$141,597	$144,428	$147,317	$150,263	$153,269	$156,334	$159,461	$162,650	$165,903
Fire Captain II	$109,334	$111,520	$113,751	$116,026	$118,346	$120,713	$123,127	$125,590	$128,102	$130,664	$133,277	$135,943	$138,661	$141,435	$144,263
Fire Captain	$104,127	$106,210	$108,334	$110,501	$112,711	$114,965	$117,264	$119,609	$122,002	$124,442	$126,931	$129,489	$132,059	$134,700	$137,394
Lieutenant	$95,073	$96,974	$98,914	$100,892	$102,910	$104,968	$107,067	$109,209	$111,390	$113,621	$115,893	$118,211	$120,575	$122,987	$125,446
Fire Technician II	$90,545	$92,356	$94,203	$96,088	$98,009	$99,969	$101,969	$104,008	$106,088	$108,210	$110,374	$112,582	$114,834	$117,130	$119,473
Fire Technician I	$86,234	$87,958	$89,718	$91,512	$93,342	$95,209	$97,113	$99,055	$101,037	$103,057	$105,118	$107,221	$109,365	$111,553	$113,794
Fire Fighter	$82,127	$83,770	$85,445	$87,154	$88,897	$90,675	$92,489	$94,339	$96,225	$98,150	$100,113	$102,115	$104,157	$106,241	$108,366

* * * * *


County of Albemarle Public Safety Pay Scale

Sheriff's Office July 1, 2026- June 30, 2027

Hourly Rate Step Scale *2% increase between steps

Estimated Salary Annualized at 2080 Hours

Item No. 8.3. Personnel Policy Amendment - §P-40 Tuition Reimbursement Program.

The Executive Summary forward to the Board states that as part of the County's broader effort to review and modernize personnel policies following the establishment of a centralized Human Resources Department, staff conducted a comprehensive evaluation of the existing Course Reimbursement policy, §P-40. The current policy has not been substantively updated since 2013 and reflects a decentralized model that is no longer aligned with current benefit programs and administrative best practices.

County Code § 2-901 requires that personnel policies and amendments be adopted by the Board of Supervisors.

The proposed revisions represent a comprehensive restructuring of the Course Reimbursement policy with the following key themes:

Title Change: The policy title has been changed from "Course Reimbursement- Classified Employees" to "Tuition Reimbursement Program" to reflect the broader scope of application beyond college courses.

Modernization and Clarification: The policy has been fully updated with a rewritten purpose statement, clear definitions, and structured roles and responsibilities to improve clarity, transparency, and usability.

Centralized Administration: Program oversight, approval authority, and funding have been centralized within Human Resources to ensure consistency, equity, and improved fiscal management.

Expanded Eligibility and Flexibility: The program now supports a broader range of educational opportunities, including degree programs, certifications, skilled trades training, and High School Equivalency, aligning with diverse workforce needs.

Alignment with Organizational Needs: Eligibility criteria now require a clear connection to an employee's current role, career path, or identified workforce needs, ensuring investments support organizational priorities.

Fiscal Stewardship and Accountability: The policy introduces clearer parameters around eligible expenses, funding limits, outside financial assistance, and repayment obligations to protect public resources.

Standardized Processes and Expectations: New requirements for pre-approval, documentation, and successful course completion establish consistent expectations for participation and reimbursement.

Equity and Consistency: Removal of department-level discretion reduces variability in program access and application, ensuring fair and uniform treatment of employees across the organization. The revised policy reflects contemporary public sector best practices, supports organizational workforce needs, ensures equitable and consistent program administration, and ensures appropriate financial oversight through a programmatic lens.

The Tuition Reimbursement Program remains subject to annual budget appropriations and established funding limits. The proposed revisions do not create a direct budget increase but strengthen controls and predictability in program expenditures.

Staff recommends that the Board adopt the resolution (Attachment B), approving the amendment of §P-40 Tuition Reimbursement Program policy to support employee development, enhance workforce readiness, and ensure responsible stewardship of County resources.

By the above-recorded vote, the Board adopted the resolution (Attachment B), approving the amendment of §P-40 Tuition Reimbursement Program policy to support employee development, enhance workforce readiness, and ensure responsible stewardship of County resources.

RESOLUTION TO AMEND PERSONNEL POLICY §P-40 TUITION REIMBURSEMENT PROGRAM

WHEREAS, the Board of Supervisors may adopt Personnel Policies under Albemarle County Code §2-901; and

WHEREAS, the Board desires to amend the following Policies: §P-40 Tuition Reimbursement Program.

NOW, THEREFORE, BE IT RESOLVED, the Board of Supervisors of Albemarle County, Virginia, hereby approves the amendment to the County's Personnel Policies as set forth in the documents attached hereto.

	P - §40.0	Policy Name: Tuition Reimbursement Program	Revision Date: 5/20/2026
	Prepared By: Human Resources		Adopted Date: August 7, 1996
	Revisions: July 1, 1999; August 7, 2013		

A. PURPOSE

The purpose of the Tuition Reimbursement Program (the "Program") is to support employee development and enhance organizational effectiveness by providing financial assistance for approved educational opportunities that build knowledge, skills, and competencies relevant to public service. This Program is intended to encourage continuous learning, including academic, professional, and skilled trades training, while ensuring responsible stewardship of County resources. The Program is not intended to replace department-specific training or courses provided by the Department of Human Resources. It is also not intended to replace costs that may be covered by departmental budgets, such as license renewals.

B. DEFINITIONS

Career Path – A sequence of related positions or occupational areas within the organization or profession that reflects potential advancement opportunities and the development of knowledge, skills, and abilities relevant to County service.

Outside Financial Assistance – Financial support received from sources other than the employee, including but not limited to scholarships, grants, GI Bill benefits, or employer-sponsored funding.

Skilled Trades Program – A structured training program that develops technical skills in a specific trade (e.g., electrical, HVAC, plumbing, construction, automotive, or similar fields), provided through an accredited or recognized training provider.

Successful Completion – A final grade of "C" or better, or "Pass" in a pass/fail course.

Tuition – The instructional cost charged by an educational institution, excluding fees, books, materials, and other non-instructional expenses.

Workforce Need – A current or anticipated need identified by the County for skills, knowledge, certifications, or occupational capabilities that enhance organizational capacity or future workforce readiness, excluding training or education required to meet minimum qualifications, maintain employment, or fulfill ongoing job requirements.

C. ROLES AND RESPONSIBILITIES

Employees
Employees are responsible for complying with all requirements of this policy, including:
a. Submitting a Tuition Reimbursement Request prior to course enrollment;
b. Demonstrating that the course or program meets eligibility criteria;
c. Completing coursework outside of scheduled work hours unless otherwise approved by their immediate supervisor;
d. Successfully completing the course;
e. Submitting required documentation, including proof of payment, itemized tuition costs, and proof of successful completion; and
f. Disclosing any Outside Financial Assistance.

Supervisors/Department Heads

Supervisor involvement is not required for tuition reimbursement requests unless the class or program impacts the employee's work schedule or operational responsibilities. In such cases, the supervisor will review and approve any requested schedule adjustments.

Human Resources
Human Resources is responsible for:
a. Administering and interpreting the Tuition Reimbursement Program;
b. Reviewing requests for compliance with policy requirements;
c. Approving or denying requests based on eligibility and available funding;
d. Establishing and communicating annual funding limits;
e. Ensuring consistent application of the policy; and
f. Processing reimbursements upon verification of required documentation.

D. POLICY

The County provides tuition reimbursement to eligible employees for approved courses and programs in accordance with the following:

1. **Employee Eligibility**

Employees must meet all of the following criteria to be eligible:
a. Be a permanent full-time or part-time employee;
b. Have successfully completed the probationary period;
c. Have received no disciplinary action of written reprimand or higher in the prior six months; and
d. Obtain required approvals prior to the start of the course or program.

Participation in the Program is subject to available funding and is not guaranteed. Employees serving an extended probationary period due to performance or conduct concerns are not eligible for the Program until satisfactory completion of the probationary period.

Nothing in this policy guarantees that the employee will be promoted upon completion of the course. Likewise, employees will not receive additional compensation, stipend, or incentive pay tied to the completion of any course taken pursuant to this Program.

2. **Course and Program Eligibility**

Courses, programs, or certifications must:
a. Be related to the employee's current position, a reasonable career path within the County, or a workforce need;
b. Be offered by an accredited institution or recognized training provider;
c. Be voluntary and not required as a condition of employment;
d. Not be part of County-provided training or professional development; and
e. Be taken outside scheduled work hours unless otherwise approved.

Eligible programs may include, but are not limited to, GED, degree programs, certificate programs, professional certifications, and skilled trades training that meet the above criteria.

3. **Ineligible Courses and Programs**

The following are not eligible for reimbursement:
a. Training required to meet minimum qualifications of a position;
b. Mandatory certifications, licensure, or continuing education required to maintain employment;
c. Classes provided through County training and development programs;
d. Courses not reasonably related to County service or workforce development; and
e. Programs that result in a stipend, bonus, or other direct financial incentive upon completion.

4. **Changes, Cancellations, or Non-Fulfillment of Course Requirements**

a. If the employee elects to register for a course different from the one approved, the employee is required to submit a new Tuition Reimbursement Request to Human Resources for approval.
b. An employee must notify Human Resources within seven (7) calendar days of dropping or canceling a course or failing to fulfill the course requirements.
c. Reimbursement will not be provided for course cancellations.

5. **Covered Expenses**

a. Reimbursement is limited to tuition costs only.
b. The following expenses are not eligible:
   - Books, materials, supplies, or equipment;
   - Application, registration, testing, or exam fees;
   - Technology, lab, or administrative fees;
   - Late fees or penalties.

Employees must provide documentation clearly identifying tuition separate from other charges.

6. **Approval Process**

a. Employees must submit a Tuition Reimbursement Request to Human Resources for approval prior to the course start date; Human Resources will notify the employee of approval status within ten business days.
b. Approval is contingent upon compliance with this policy and availability of funds; and
c. Requests submitted after the course start date will not be considered.

7. **Reimbursement Requirements**

To receive reimbursement, employees must:
a. Successfully complete the course;
b. Submit proof of successful completion;
c. Submit proof of tuition payment and itemized billing; and
d. Provide documentation of any outside assistance received.

Reimbursement is limited to the tuition amount paid by the employee after all other funding sources are applied.

Failure to disclose any outside financial assistance will require the employee to repay all sums expended by the County for the course(s) in which the Outside Financial Assistance was received by the employee. Such failure to report may result in disciplinary action, consistent with the County's disciplinary policy. Receipt of student loans will not preclude an employee from receiving tuition reimbursement.

8. **Funding Limits**

The County will establish a maximum reimbursement per employee each fiscal year by the Department of Human Resources. GED, undergraduate degree programs and certificates, professional certifications, and skilled trades training are reimbursable at 100% of the tuition cost for eligible classes. Graduate level classes and certificate programs are reimbursable at 75% of the tuition cost for eligible classes. All reimbursements are subject to budget availability.

9. **Repayment Requirement**

Employees who voluntarily separate from County employment within twelve (12) months of receiving tuition reimbursement must repay the full amount of reimbursement received during that period. Repayment will not be required if the employee is subject to a Reduction in Force; in the event of the employee's death; or due to the serious illness/injury of the employee.

As a condition of participation in the Tuition Reimbursement Program, employees are required to sign an acknowledgment of this repayment obligation prior to receiving reimbursement. Any outstanding balance owed to the County under this provision may be deducted from the employee's final paycheck to the extent permitted by law. If the final paycheck is insufficient to satisfy the obligation, the employee remains responsible for repayment of the remaining balance.

10. Taxes

Employees should consult with a tax professional to determine whether tuition reimbursement is considered income and may be subject to taxation.

Item No. 8.4. FY27 County Government Holiday Schedule.

The Executive Summary forwarded to the Board states that in the County's personnel policy § P-19 Leave Program, benefits-eligible employees are granted 12.5 1/2 paid holidays. Annually, the Board approves the schedule and designated dates of employee holidays for the upcoming fiscal year.

Personnel policy §P-19 establishes the list of paid holidays for benefits-eligible local government employees and also establishes the schedule for which the County office buildings will be closed to the public for day-to-day business transactions. Note that public safety and emergency services continue to operate 24 hours per day, each day of the year. This proposed schedule provides the actual dates that each holiday will be observed. The proposed holiday schedule is consistent with the 2025-2026 approved holiday schedule.

No impact to the budget is anticipated.

Staff recommends that the Board approve the proposed FY27 County Government Holiday Schedule.

By the above-recorded vote, the Board approved the proposed FY27 County Government Holiday Schedule as shown in Attachment A.

COUNTY GOVERNMENT HOLIDAY SCHEDULE
2026-2027

Friday, July 3, 2026	Independence Day
Monday, September 7, 2026	Labor Day
Wednesday, November 11, 2026	Veterans' Day
Wednesday, November 25, 2026 (Half Day) Thursday, November 26, 2026 Friday, November 27, 2026	Thanksgiving
Thursday, December 24, 2026	Christmas Eve
Friday, December 25, 2026	Christmas Day
Friday, January 1, 2027	New Year's Day
Monday, January 18, 2027	Martin Luther King Jr. Day
Monday, May 31, 2027	Memorial Day
Friday, June 18, 2027	Juneteenth
Must be taken between: Wednesday, July 1, 2026 and Wednesday, June 30, 2027	Floating Holiday

_____

Item No. 8.5. Authorize a Public Hearing for Board of Supervisors Members' Compensation Increase.

The Executive Summary forwarded to the Board states that Virginia Code § 15.2-1414.3 enables boards of supervisors to establish board members' salaries annually by ordinance, and limits the maximum annual salary based on localities' populations.

The Board of Supervisors adopted an ordinance in 1984, establishing the Board members' salaries effective July 1, 1985. Since 1998, the Board has consistently increased members' salaries by an amount equal to the Cost of Living increase provided to employees of the County.

With the FY27 budget adoption on April 22, 2026, the County implemented a 2% Cost of Living Adjustment for staff, effective July 1, 2026, to support increasing wages in response to changes in the cost of living in our area.

Staff has prepared a proposed ordinance (Attachment A) to amend County Code § 2-202 to increase the compensation of Board members by 2%, to include the stipends for the Board chair and vice-chair, which the Board can consider following a public hearing. Because Virginia Code § 15.2-1414.3 provides that board members' salaries shall be established on a fiscal year basis, the ordinance includes an effective date of July 1, 2026.

The proposed 2% adjustment will increase Board members' annual compensation from $20,805 to $21,221 in FY 27. The proposed stipend for the Board Chair will increase from $1,891 to $1,929, and the proposed stipend increase for the vice-chair is from $630 to $643. Funding for these compensation changes was included in the adopted FY27 budget.

Staff recommends that the Board schedule the public hearing to consider the attached proposed ordinance (Attachment A).

By the above-recorded vote, the Board authorized staff to schedule the public hearing to consider the proposed ordinance as shown in Attachment A.

_____

Item No. 8.6. Authorize a Public Hearing for Compensation Increase for Planning Commission and Other Appointed Boards.

The Executive Summary as forwarded to the Board states that Albemarle County Local Government provides compensation to members serving on the following Boards and Commissions, at rates codified in the County Code: the Architectural Review Board, the Board of Zoning Appeals, the Equalization Board, the Fire Prevention Board of Appeals/Local Board of Building Code Appeals (the

“Other Boards”), and the Planning Commission (“PC”).

On June 7, 2023, the Board of Supervisors adopted an ordinance which increased compensation for members of the Other Boards and PC at the same rate of increase that Board of Supervisors (“BOS”) members received. Since that time, it has been the expressed desire of the BOS to increase pay in this same manner in subsequent years.

With the FY27 budget adoption on April 22, 2026, the County implemented a 2% Cost of Living Adjustment for classified staff, effective July 1, 2026, to support increasing wages in response to inflation and to remain competitive with employers in our area. On June 17, 2026, the Board of Supervisors will hold a public hearing in consideration of increasing compensation for BOS members by 2%, in alignment with the staff increase.

To align with the 2% compensation increases for staff and BOS members, staff has prepared a proposed ordinance (Attachment A) to increase the compensation for members of the PC and Other Boards by 2%.

The proposed ordinance will increase Planning Commission compensation from $7,916 to $8,074 annually, and increase compensation for members serving on Other Boards from $88 to $90 per meeting attended in FY27. Funding for these increases was included in the FY27 budget.

Staff recommends that the Board schedule a public hearing to consider the proposed ordinance (Attachment A).

By the above-recorded vote, the Board authorized staff to schedule the public hearing to consider the proposed ordinance as shown in Attachment A.

Item No. 8.7. Schedule a Public Hearing to Consider the Adoption of an Ordinance to Join the Virginia Municipal Investment Trust.

The Executive Summary forwarded to the Board states that under Virginia Code § 2.2-4501, the Virginia Investment Public Funds Act, the County has authority to invest its funds and has created investment safeguards within the County's Investment Policy. The County's Investment Policy Document was revised and approved by the Board of Supervisors on May 6, 2026.

The County currently invests operating and reserve funds primarily in the Local Government Investment Pool (LGIP) and bank deposits. These instruments provide safety and liquidity; however, they offer limited diversification and lower yields in the current interest rate environment.

Several Virginia localities have expanded their investment options by participating in the Virginia Municipal Investment Trust (VA MINT), a pooled investment program authorized under Virginia Code §?15.2-1300 and compliant with the Investment of Public Funds Act. VA MINT would complement the County's current investment program by providing an additional safe and liquid investment tool with the potential for improved interest earnings. Under Virginia Code § 15.2-1300, the County has authority to join the trust.

Staff is recommending expansion of the current investment program by joining the Virginia Municipal Investment Trust (VA MINT).

VA MINT is a pooled investment trust established by agreement for Virginia local governments to provide professionally managed fixed-income portfolios that comply with the Investment of Public Funds Act. VA MINT offers multiple portfolios with varying durations and risk profiles, including an Enhanced Cash Portfolio with daily liquidity and short- and intermediate-term bond portfolios designed to improve diversification and long-term returns. Management fees are embedded in fund performance and are competitive with similar pooled investment programs.

Participation would expand the County's investment toolkit, allowing staff to match investment duration to cash -flow needs while maintaining safety and liquidity. Staff would continue to report investment balances and performance as part of regular quarterly financial reporting.

To join the Virginia Municipal Investment Trust, steps include:

1) The County's Investment Policy should allow for the County's participation. This was completed as part of the Board's approval of the policy update on May 6, 2026.
2) The County must adopt an ordinance to join the Trust pursuant to Virginia Code § 15.2-1300, which is recommended for a public hearing to be scheduled for June 17, 2026 (Attachment A).
3) All new participants of the Trust must sign a Trust Agreement and Joinder (Attachment B), which would follow Board approval and be delegated by ordinance to the Chief Financial Officer.
4) Finally, a shareholder account application is submitted, also delegated to the Chief Financial Officer.

There is no budget impact for joining VA MINT. Management fees are netted from portfolio performance and are comparable to other pooled investment programs. Participation is expected to improve investment earnings through broader diversification and access to professionally managed fixed-income portfolios. Staff time required to establish accounts is minimal and can be absorbed within existing resources.

Staff recommends that the Board schedule a public hearing to consider the adoption of the attached proposed ordinance (Attachment A) to authorize participation in the Virginia Municipal Investment Trust (VA MINT) and to authorize the Chief Financial Officer to sign the Trust Joinder and the VA MINT shareholder account application.

By the above-recorded vote, the Board authorized staff to schedule a public hearing to consider the adoption of the attached proposed ordinance (Attachment A) to authorize participation in the Virginia Municipal Investment Trust (VA MINT) and to authorize the Chief Financial Officer to sign the Trust Joinder and the VA MINT shareholder account application.

_____

Item No. 8.8. Schedule a Public Hearing for Conveyance of a Portion of County Owned Parcel 62F-E2.

The Executive Summary as forwarded to the Board states that the Virginia Department of Transportation (VDOT) is acquiring the necessary property and temporary construction easements to construct a proposed continuous green-T intersection at the intersection of Rio Road east (Route 631) and Belvedere Boulevard. This project requires a portion of the County owned Parcel 062F0-00-00-000E2 (62F-E2) to be conveyed to VDOT for roadway infrastructure.

This project was identified in the Rio Road Corridor Study to address safety and mitigate congestion. It is funded through the Virginia SMART SCALE Program based on a County application. The County prioritized this project and was made aware of the potential impacts to the County Parcel 62F-E2 at the time of the application.

The proposed reconstruction of the Rio Road east (Route 631) and Belvedere Boulevard intersection would allow vehicles traveling eastbound along Rio Road to continue through the intersection without stopping. Vehicles turning left onto Rio Road from Belvedere Boulevard would use a channelized receiving lane on Rio Road to merge onto Rio Road eastbound. Vehicles traveling on Rio Road would be able to make right or left turns onto Belvedere Boulevard and vehicles on Belvedere Boulevard can turn right or left onto Rio Road. This intersection is planned to be signalized. Traffic from westbound Rio Road to the church located on the south side of Rio Road would utilize a U-turn location at Greenbrier Terrace.

Attachment A displays the areas of permanent right-of-way and temporary construction easements VDOT needs for this project. Attachment B shows the existing conditions of the area.

A public hearing is required whenever County property is being conveyed. The public hearing is proposed to be scheduled for July 15, 2026.

Approval would have no additional impact on the County budget.

Staff recommends that the Board authorize a public hearing to consider the proposed conveyance of portions of County Parcel 62F-E2 to VDOT (Attachment C).

By the above-recorded vote, the Board authorized a public hearing to consider the proposed conveyance of portions of County Parcel 62F-E2 to VDOT (Attachment C).

_____

Item No. 8.9. Temporary Construction Easement for VDOT’s 5th Street Trail Hub Project.

The Executive Summary forwarded to the Board states that the Virginia Department of Transportation (VDOT) is requesting a temporary construction easement (Attachment A) from Albemarle County across County parcel 07M1-00-00-002A1. This easement is necessary for VDOT to construct the 5th Street Trail Hub Project at an approximate cost of $11M. This project will include approximately 2,500 linear feet of shared used path (paved, 10’ wide, ADA accessible), two new bicycle/pedestrian bridges across Moores Creek, and an ADA-compliant trailhead and entrance at 5th Street Station (Attachment B). This project will establish bicycle/pedestrian connections to the existing Rivanna Trail, and eventually to Biscuit Run Park via the planned future Biscuit Run Greenway.

The proposed temporary construction easement will allow VDOT to access and improve County parcel 07M1-00-00-002A1 to construct the 5th Street Trail Hub Project. This VDOT Project has been planned and designed in conjunction with the County’s capital project for the Moores Creek Trailhead Park, which is co-located with VDOT’s project. After VDOT completes construction of the 5th Street Trail Hub Project, the County will be responsible for performing all maintenance for both projects on County property.

There is no budget impact associated with this easement.

Staff recommend that the Board adopt the attached resolution (Attachment C), authorizing the County Executive to execute any deeds and other necessary or related documents to convey the temporary construction easement to VDOT, once approved as to form and substance by the County Attorney.

By the above-recorded vote, the Board adopted the attached Resolution (Attachment C), authorizing the County Executive to execute any deeds and other necessary or related documents to convey the temporary construction easement to VDOT, once approved as to form and substance by the County Attorney:

RESOLUTION APPROVING THE CONVEYANCE OF A TEMPORARY CONSTRUCTION EASEMENT TO THE VIRGINIA DEPARTMENT OF TRANSPORTATION ACROSS COUNTY-OWNED PARCEL 076M1-00-00-002A1

WHEREAS, the County of Albemarle owns Parcel 076M1-00-00-002A1; and

WHEREAS, the Virginia Department of Transportation (VDOT) has designed the 5th Street Trail Hub Project in conjunction with the County's capital project for the Moores Creek Trailhead Park; and

WHEREAS, in order for VDOT to begin construction of the 5th Street Trail Hub Project, a temporary construction easement is needed across County owned Parcel 076M1-00-00-002A1.

NOW, THEREFORE, BE IT RESOLVED that the Albemarle County Board of Supervisors hereby approves the conveyance of the temporary construction easement to VDOT across Parcel 076M1-00-00-002A1, and authorizes the County Executive to execute any deeds and other necessary or related documents to convey the temporary construction easement, once approved as to form and substance by the County Attorney.

* * * * *

TAX MAP #076M1-00-00-002A1

RW-29
Revised 8/23
UPC 118870

PREPARED BY VDOT
UNDER SUPERVISION OF THE
OFFICE OF THE ATTORNEY GENERAL

Exempted from recordation taxes
and fees under Sections 58.1-811(A)(3),
58.1-811(C)(5), 58.1-3315, 25.1-418,
42.1-70, 17.1-266, and 17.1-279(E)

THIS AGREEMENT, made this 10 day of June, 2026, by and between the **COUNTY OF ALBEMARLE, VIRGINIA**, a political subdivision of the Commonwealth of Virginia, Grantor, and the **COMMONWEALTH OF VIRGINIA**, Department of Transportation, Grantee.

WITNESSETH:

THAT WHEREAS, it is proposed by the Commonwealth to widen or improve State Highway Route 631, Project 0631-M03-008, RW201 from of Charlottesville/Albemarle border to 0.232 MI E. of Charlottesville/Albemarle border, in the County of Albemarle, Virginia; and

WHEREAS, in the improvement it is necessary that the Grantee enter upon the lands of the Grantor located in the aforesaid county to extend the trail slopes and/or other construction onto the lands, from opposite approximate Segment 2 Construction Baseline Station 200+05 to opposite Station 213+08.31 as shown on Sheet Nos. 5, 5RW, 6 & 6RW of the plans for the above project on file in the office of the Department of Transportation, Richmond, Virginia;

NOW, THEREFORE, for and in consideration of the premises and of the benefits accruing or to accrue to the Grantor by reason of such improvement, and for the further consideration of One Dollar ($1.00) cash in hand paid to the Grantor, receipt of which is hereby acknowledged, the Grantor grants and conveys to the Grantee the temporary construction easement to use the areas from opposite approximate Station 200+05 to opposite Station easement to use the areas from opposite approximate Station 200+05 to opposite Station 213+08.31, containing 2.708 acres, more or less, and as shown outlined in ORANGE on photocopies of Sheet Nos. 5, 5RW, 6 & 6RW, for the proper execution of the work, which photocopies are hereto attached as a part hereof and recorded simultaneously herewith in the State Highway Plat Book ________, Page ________. This temporary construction easement will terminate at such time as the project is completed.

ADDITIONAL CONSIDERATION:

$0.00 (Donated) in full for temporary construction easement and all appurtenances thereon, including damages, if any.

The Grantor by the execution of this instrument acknowledges that the plans for the project as they affect their property have been fully explained to their authorized representative.

The Grantor covenants and agrees that the consideration mentioned above and paid to them shall be in lieu of any and all claims to compensation, including all costs to cure and all incurable damages to the value of the Grantor's remaining property caused by this acquisition, if any.

WITNESS the following signature and seal:

SIGNATURES AND SEALS ON NEXT PAGE

COUNTY OF ALBEMARLE, VIRGINIA

_______________________________(SEAL)
Jeffrey B. Richardson
County Executive

COMMONWEALTH OF VIRGINIA,
CITY OF CHARLOTTESVILLE

The foregoing instrument was acknowledged before me this 10th day of June, 2026, by Jeffrey B. Richardson, County Executive, on behalf of the County of Albemarle, Virginia, a political subdivision of the Commonwealth of Virginia, Grantor.

My Commission expires Oct. 31, 2027

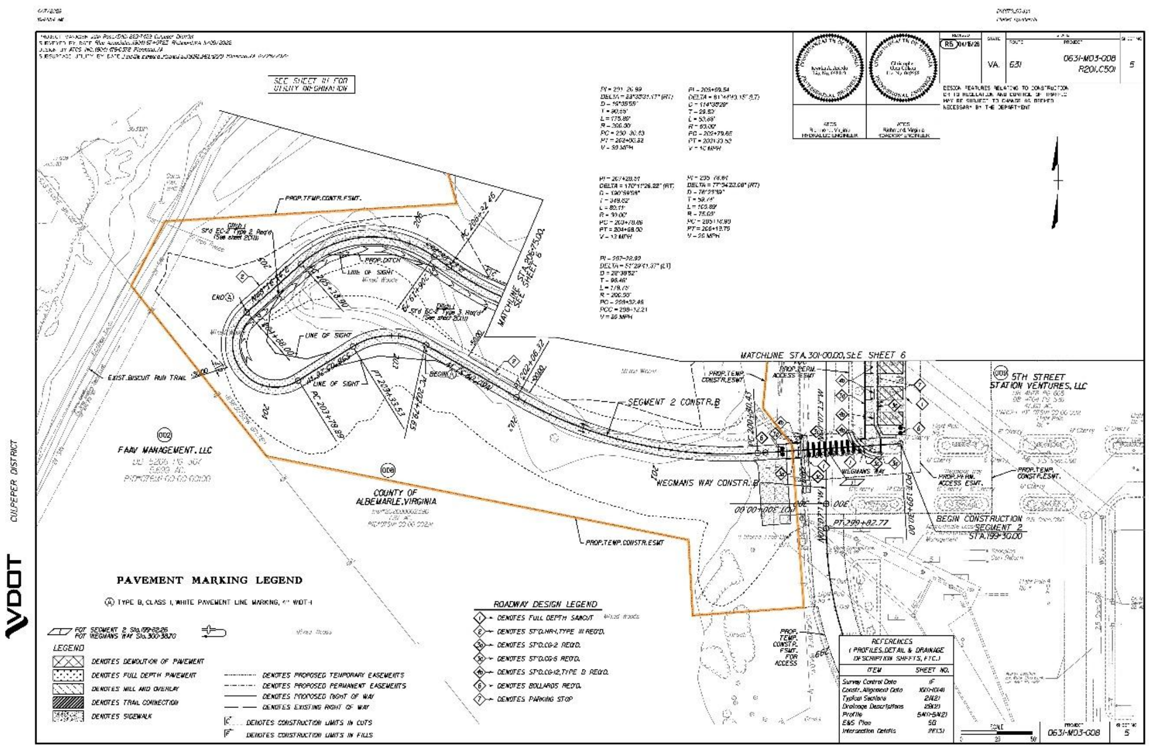
Notary Registration No.: 7153762.

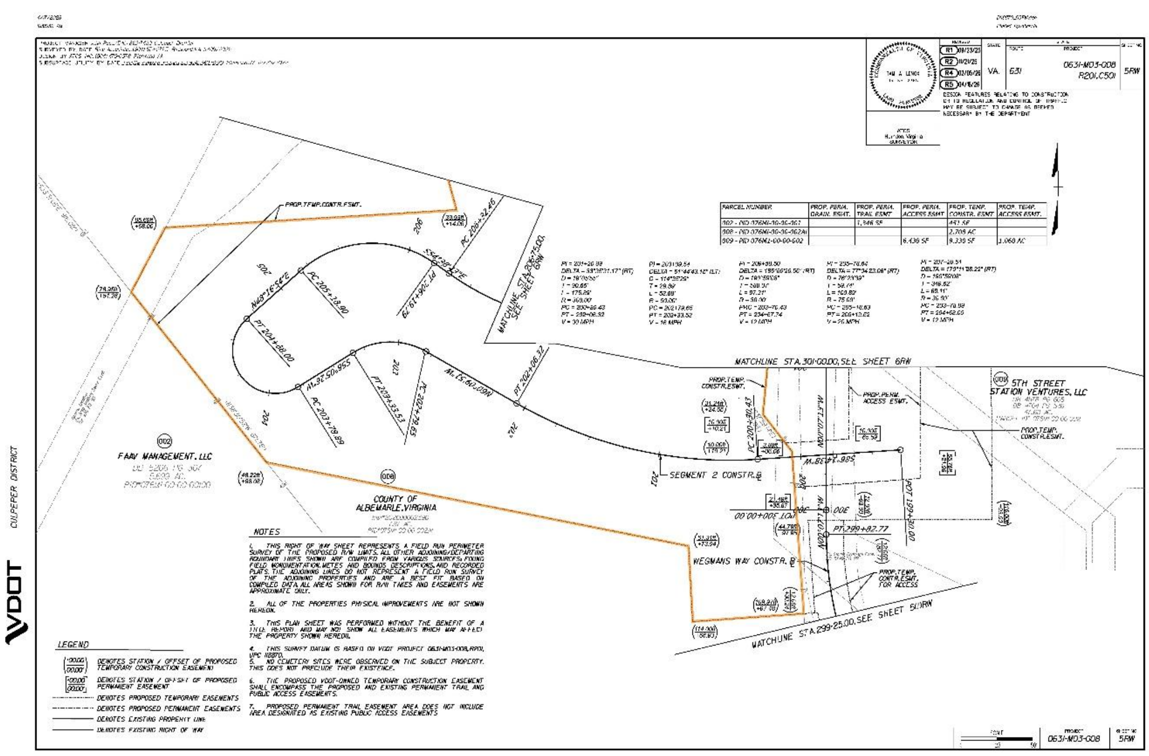
Cheryl L. Skeen
Notary Public

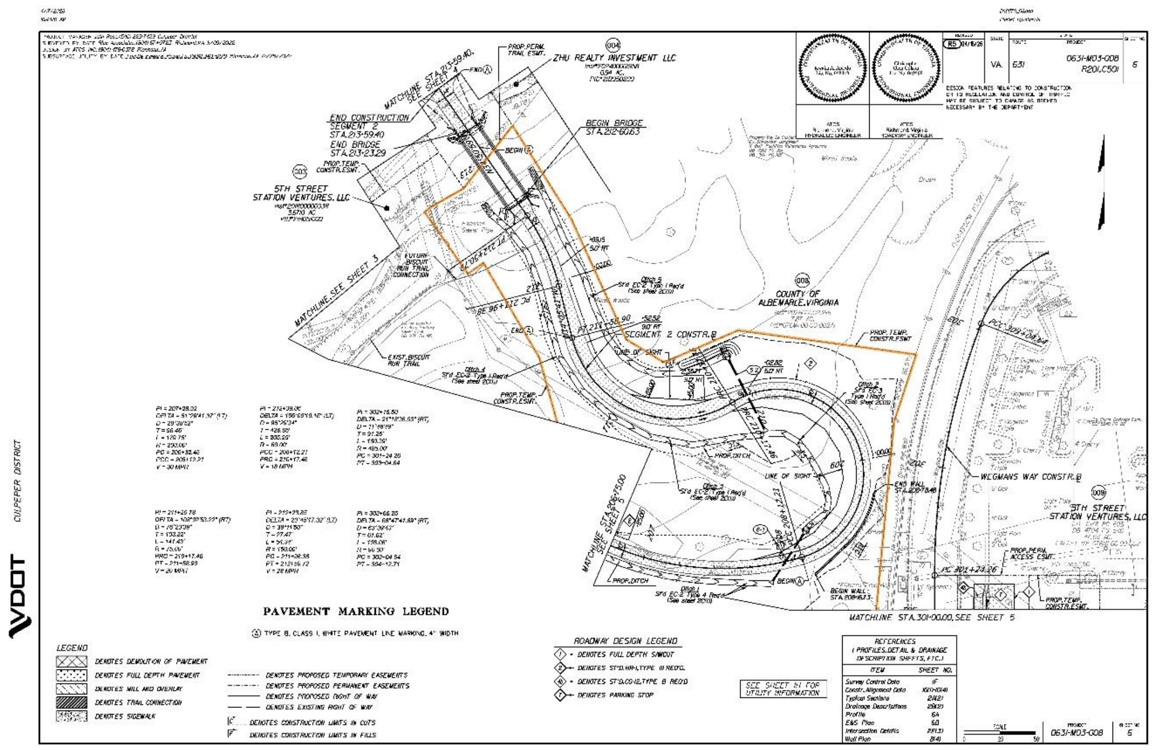
CHERYL L. SKEEN NOTARY PUBLIC REG # 7153762 MY COMMISSION EXPIRES 10/31/27 COMMONWEALTH OF VIRGINIA

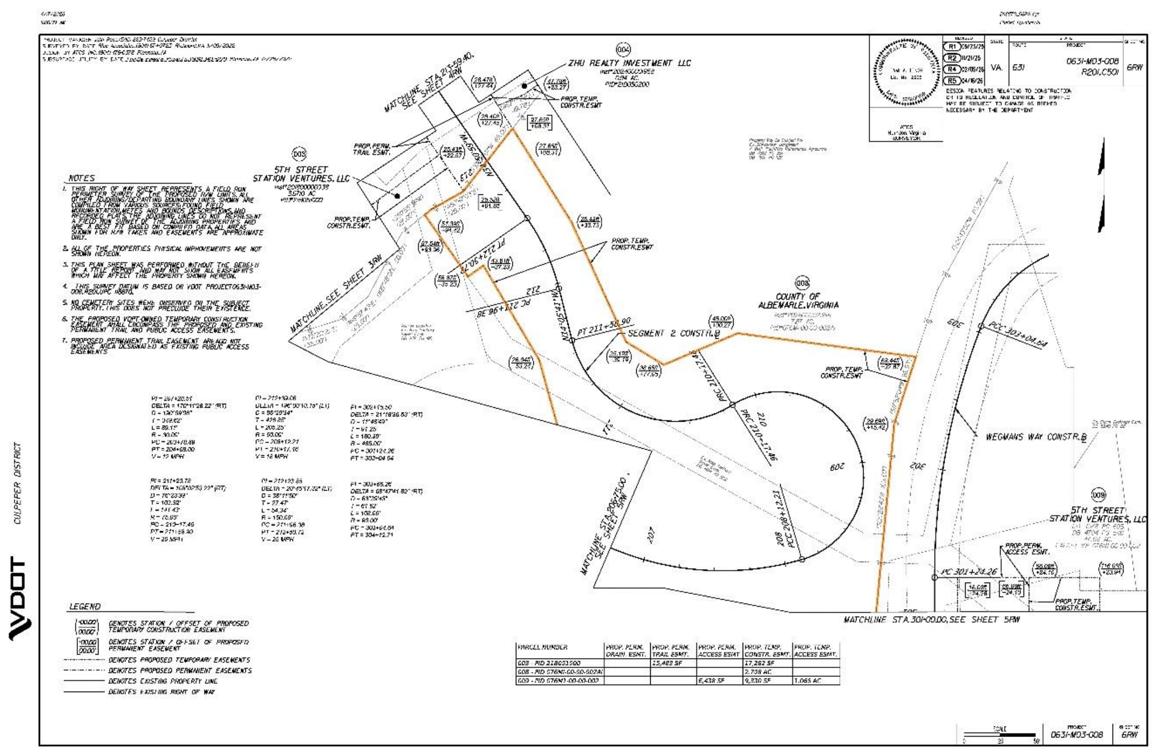
Approved as to form:

____
County Attorney


FAAV MANAGEMENT, LLC
COUNTY OF ALBEMARLE, VIRGINIA
5TH STREET STATION VENTURES, LLC
SEGMENT 2 CONSTR. B
WEGMANS WAY CONSTR. B
PAVEMENT MARKING LEGEND
ROADWAY DESIGN LEGEND
LEGEND
CULPEPER DISTRICT
VDOT


FAAV MANAGEMENT, LLC
COUNTY OF ALBEMARLE, VIRGINIA
5TH STREET STATION VENTURES, LLC
SEGMENT 2 CONSTR. B
WEGMANS WAY CONSTR. B
NOTES
LEGEND
CULPEPER DISTRICT
VDOT





Item No. 8.10. USDOT Safe Streets and Roads for All (SS4A) Grant Program Application.

The Executive Summary forwarded to the Board states that the United States Department of Transportation's (USDOT) Safe Streets and Roads for All (SS4A) program awards federal funding for local projects that prevent fatalities and serious injuries on roads and streets involving all roadway users, including pedestrians, bicyclists, public transportation, motorists, and commercial vehicle operators.

Applications are due May 26, 2026, and approximately $675 million is available for Implementation Grants with the expected funding range of $2.5 million to $25 million per project. Successful SS4A applications require a 20% minimum non-federal match. A resolution of support is needed to demonstrate the County's commitment to delivering the project.

In the fall of 2025 Albemarle County submitted a Revenue Sharing application for safety improvements on Hydraulic Road from Lambs Road to Georgetown Road. This project includes a shared-use path along the west side of Hydraulic Road and intersection improvements at Georgetown Road and Georgetown Green, which will be converted to a Green-T intersection, and the Albemarle High School entrance and Lambs Road. The estimated cost for this project is $5.8 million. This state-funded program requires a 50% match, which the Board of Supervisors committed to by Resolution at their regular meeting on August 6, 2025.

Currently the project is included in the Virginia Department of Transportation's (VDOT) draft Six-Year Improvement Program (SYIP) budget. The Commonwealth Transportation Board (CTB) will approve the SYIP in June. It is anticipated a portion of this project will be funded through the Revenue Sharing Program. The intersection of Hydraulic Road and Lambs Road is identified in the Move Safely Blue Ridge Safety Action Plan, and this project will improve safety at this intersection, making this project eligible for SS4A Implementation Grant funds.

The award through the Revenue Sharing Program has not been finalized, therefore staff is preparing an SS4A application to seek additional funding for the Hydraulic Road Safety Improvements.

Successful SS4A applications require a 20% match minimum. Albemarle County has already committed approximately $2.9 million in Transportation Leveraging funds as the local match for the Revenue Sharing application. The SS4A grant application proposes to use the same $2.9 million as the nonfederal match. The SS4A requires no additional funding commitment beyond what the County already committed in the Revenue Sharing application

Staff recommend that the Board adopt the resolution (Attachment A) in support of the submission of the following SS4A application: Hydraulic Road Safety Improvements.

By the above-recorded vote, the Board adopted the resolution (Attachment A) in support of the submission of the following SS4A application: Hydraulic Road Safety Improvements.

RESOLUTION OF SUPPORT FOR FY26
SAFE STREETS AND ROADS FOR ALL (SS4A)
GRANT APPLICATION

WHEREAS, the U.S. Department of Transportation released a Notice of Funding Opportunity on March 27, 2026, for the Safe Streets and Roads for All (SS4A) discretionary grant program; and

WHEREAS, Albemarle County provided a leadership commitment to an eventual goal of halving roadway fatalities and serious injuries by 2045; and

WHEREAS, Albemarle County is committed to improving transportation safety for all users, particularly vulnerable road users (VRUs) such as pedestrians, bicyclists, and e-scooter riders; and

WHEREAS, the intersection of Hydraulic Road and Lambs Road is identified in the Move Safely Blue Ridge Safety Action plan, and will improve safety at the intersection, particularly for VRUs, making the project eligible for the SS4A grant program; and

WHEREAS, Albemarle County has committed approximately $2.9 million in Transportation Leveraging funds as the local match for the Revenue Sharing application for safety improvements for the Hydraulic Road Safety Improvements.

NOW, THEREFORE, BE IT RESOLVED, that the Albemarle County Board of Supervisors is in full support of and endorses the Safe Streets and Roads for All grant application for the Hydraulic Road Safety Improvements, including the intersection with Lambs Road.

Item No. 8.11. SE-2026-00007 Old Dominion Village NMD (Neighborhood Model District) Variations.

The Executive Summary forwarded to the Board states that the applicant requests six variations to the code of development and application plan approved with Old Dominion Village (see Attachments A, B, and C). A summary of the proposed variations include:

1. Changes to arrangement of lots, street location, and streetscape
2. A consolidation of block areas (revising from 10 blocks to 4 blocks)
3. Increased flexibility in unit type across the development
4. Minor changes to yard requirements
5. Changes to the size and location of green space and amenity areas
6. Changes to locations of parking areas for the commercial and residential blocks; sanitary sewer lift station

The Board of Supervisors may grant variations to an approved plan and code of development as authorized by County Code §18-8.5.5.3. Such authorization includes minor changes to yard requirements (County Code §18-8.5.5.3(a)(1)), changes to the arrangement of buildings and uses (§18-8.5.5.3(a)(2)), and minor changes to street design (§18-8.5.5.3(a)(5)), as well as minor changes to the design and location of stormwater management facilities (§18-8.5.5.3(a)(6)).

Detailed staff analysis is provided in Attachment D.

Staff recommends that the Board adopt the attached Resolution (Attachment E) to approve variations to the approved code of development and application plan.

By the above-recorded vote, the Board adopted the resolution as shown in Attachment

E to approve variations to the approved code of development and application plan.

RESOLUTION TO APPROVE SE 2026-00007
OLD DOMINION VILLAGE VARIATIONS

WHEREAS, upon consideration of the staff reports prepared for SE2026-00007 Old Dominion Village Variations and the attachments thereto, including staff's supporting analysis, any comments received, and all relevant factors in Albemarle County Code §§ 18-8.5.5.3(c) and 18-33.9, the Albemarle County Board of Supervisors hereby finds that:

a. The proposed variations are consistent with the goals and objectives of the comprehensive plan;
b. The proposed variations would not increase the overall approved development density or intensity of development;
c. The proposed variations would not adversely affect the timing or phasing of any other development in the zoning district;
d. The proposed variations would not require a special use permit;
e. The proposed variations are in general accord with the purpose and intent of the approved application.

NOW, THEREFORE, BE IT RESOLVED that the Albemarle County Board of Supervisors hereby approves the special exception for SE 2026-00007 Old Dominion Village Variations, to modify the code of development, as last revised on April 23, 2026, and the application plan, as last revised on April 20, 2026, for Old Dominion Village on parcels 05600-00-00-067B0 and 05600-00-00-074A0.

_____

Item No. 8.12. FY26 Third Quarter Financial Report, **was received for information.**

_____

Agenda Item No. 9. **Action Item:** SE-2025-00040 – 528 Clarks Tract Building Site Modification.

This item was deferred under the adoption of the Final Agenda at the request of the applicant.

____

Agenda Item No. 10. **Action Item:** Fiscal Year 2027 Albemarle Housing Investment Fund Process Recommendations.

The Executive Summary forwarded to the Board states that the Albemarle Housing Investment Fund (AHIF) was established by the Albemarle County Board of Supervisors in 2019 with the purpose of financially supporting affordable housing projects with one-time funding that addresses the county's strategic and housing goals. Funding was provided on a first-come, first-served basis, as funding was available.

A competitive process was implemented for the Fiscal Year 2026 process. In May 2025, the board approved process changes including a funding split of 40% for grants, 40% for loans, and 20% for staff-initiated projects addressing emerging needs or meeting goals of Housing Albemarle.

Eligible uses of funds include: predevelopment activities; land acquisition and assembly; land development; buydown of construction loan interest; water and sewer fees; construction of affordable rental units for individuals at 60% or below area median income; construction of owner-occupied units for individuals at 80% or below area median income; preservation and renovation of existing affordable units; or significant energy upgrades of existing affordable units.

After the completion of the Fiscal Year 2026 process on March 18, 2026, staff received feedback and suggestions from AHIF recipients, county staff, and the Board of Supervisors and has prepared recommendations for the Fiscal Year 2027 competitive process.

County staff are proposing changes to the competitive process, specifically to the timeline, the distribution of funds, and the evaluation criteria. Other requirements, guidelines, and processes would remain the same, and staff do not propose changes to eligible uses..

Timeline:
The updated process would have an application deadline in July 2026, with applications ultimately going to the Board of Supervisors for formal approval in October 2026, well in advance of the Board's consideration of the Fiscal Year 2028 budget and the spring Low Income Housing Tax Credit application process.

Distribution of Funds:
Staff propose that 90% of the available fund balance be used to fund grants and/or loans for affordable rental projects, affordable home ownership development, and housing preservation and rehabilitation projects. The remaining 10% would be available to support staff-initiated projects that meet emerging needs and/or address Housing Albemarle priorities.

Evaluation Criteria:
Applications would be scored on specific criteria within four broad categories: Readiness to Proceed, Capacity and Experience of the Development Team, Project Budget, and alignment with County Priorities. A revised evaluation matrix is included as Attachment A, detailing the specific criteria used to

evaluate proposals for rental units, homeownership, and preservation activities. Pending Board approval, the revised evaluation matrix will be included as Appendix A in the AHIF Fund Description and Guidelines (Attachment B). Reviewers would be provided with additional detail on each element to determine whether the applicant should receive none, some, or all of the potential points for that element.

Should the Board approve the recommendations for the Fiscal Year 2027 AHIF competitive process, a future agenda item will include approval for distribution of up to 90% of the available fund balance.

Staff recommends the Board approve the proposed changes to the Fiscal Year 2027 AHIF competitive process.

_____

Ms. Kaki Dimock, Chief Human Services Officer, stated that she was before the Board to seek their guidance on the elements of the proposed competitive process for awarding Albemarle Housing Investment Fund (AHIF) projects for Fiscal Year 2027. She explained that as they had discussed in March of this year, their intention was to open the competitive applications in the summer to avoid any overlap with the Board's budget decision-making process and to ensure sufficient time for applicants seeking additional leverage from other sources.

Ms. Dimock said that they would present this information in three phases, including some background on the AHIF, staff proposal for the 2027 process, and an opportunity for Board direction and questions about the AHIF process and broad evaluative criteria. She said that before they began the AHIF content, she would like to remind the Board of planning future discussions around housing matters, some of which were already on their agendas and others yet to be calendared. These included staff recommendations for the remainder of the 2026 Fund on June 17, the review and renovation of Housing Albemarle policy on August 5, and the Southwood Performance Agreement for Phase 2, establishing a formal housing advisory committee and affordable dwelling unit ordinance, and establishing housing development targets, which would be scheduled after they received the Regional Housing Needs Assessment Report.

Ms. Dimock stated that the AHIF was created in 2019 with the intention of funding projects that create or preserve housing, including affordable housing in various forms, such as rental units and home ownership. She said that funding was one-time, not ongoing. She said that until Fiscal Year 2026, applications came in on a rolling basis, first come, first served, until the funds were exhausted. Board members, area nonprofit partners, developers, staff, all wished for a more predictable method for distributing these funds. As a result, significant process changes were implemented for the Fiscal Year 2026 process in May of 2025, creating a competitive application process with a target split for use of the fund balance, review team member expectations, and a scoring threshold for eligibility. She said that in the months since the completion of the 2026 process, staff had received feedback from community partners, County staff, and the Board to improve the 2027 process.

Ms. Dimock said that she would walk through the elements of the process and the application components proposed for 2027 now. She stated that the process they had just completed had some challenges related to several of these components, but she would remind the Board that the most recent process included a proposed or target split of the balance for 40% for grants, 40% for loans, and 20% for staff-identified emerging needs projects, particularly related to Housing Albemarle, and that applications would be reviewed by non-Office of Housing staff, and there was an eligibility scoring threshold of 75%. She said that for Fiscal Year 2027, staff proposed opening the application portal for a full four weeks in July and reviewing applications during August.

Ms. Dimock explained that there were three changes in the process that were reflected in the presentation slide worth some attention. First, the full 30 days for application submission, that the review team would include County staff and outside housing subject matter experts, and the creation of a standardized agreement which simplified the post-award process for County staff and award recipients. She said that while the team may expand between now and this summer, their Fiscal Year 27 Review Team included Amanda Chandler, Asset Manager for Riverview Residential Management, Liz Webb, Housing Program Coordinator for the City of Harrisonburg, Michelle Rodriguez, Director of Property Management for the Better Housing Coalition, Luke Morgan, Brandee Sullivan, and Thomas Unsworth from their Department of Finance and Budget.

Ms. Dimock said that based on feedback received from the FY26 process, they planned to provide technical assistance to all applicants prior to the submission deadline, including at least one orientation session similar to what they did for the Human Services funding process, and they would make Housing staff available to reviewers throughout the evaluation process for any questions or clarifications. She stated that it was essential for the Office of Housing staff to not be formal reviewers to avoid the potential appearance of bias but also wanted to ensure that their expertise was available to outside experts. For the FY27 process, staff recommended maintaining an eligibility threshold of 75% for scoring, which meant that applicants must achieve at least 75% of the available score.

Ms. Dimock said that then, ranked applications would then be evaluated based on this threshold, similar to what they did this year. Given the amount in the Fiscal Year 2027 AHIF, it made sense to increase the amount available for grants and loans to 90%. She said that in the FY26 process, they had a proposed target split of half and half, 40% for loans and 40% for grants. However, this did not accurately reflect the way applications would come to them. Therefore, she did not think it was necessary to have targets for loans or grants. She said that they would like to do both, and they would see what came in in terms of requests or proposals, with an overall anticipated use of 90% of the funds for grants and loans and 10% reserved for staff-initiated projects.

Ms. Dimock stated that this allowed sufficient funds for the staff to move forward with staff-initiated projects that met community needs and addressed action items from Housing Albemarle. She said that with $7.033 million in the AHIF for FY27, this meant $6,329,700 would be available for distribution as grants and loans as part of the competitive process, and $703,300 would be available for staff-initiated projects. She said that as always, all AHIF awards would be approved by the Board regardless of their origin.

Ms. Dimock said that AHIF remained available to developers of affordable rental units and affordable home ownership, as well as to organizations that would preserve existing affordable units. She said that scoring criteria would be specific to each of these three areas. She said that all three types of fundable projects would have a total of 185 points available, with a 75% threshold eligibility score of 138.8. This reflected an evolution in staff's work on this process. Among the draft documents that had been received in the Board materials for this item was an evaluation matrix with a different available points total for each type of eligible project. Based on feedback from community providers, they had worked to align the questions to ensure that each type totaled to the same amount. This eliminated any potential, albeit mild, scoring bias inherent in the evaluative process.

Ms. Dimock noted that while the score totals were the same, the expectations and components of the answers would be different and specific to the type of housing being proposed. It was also important to note on the slide that one of the changes they were proposing for FY27 was a sliding scale answer option for their reviewers. Last year, some of those questions were either yes or no, and now they would like to allow for more nuance. As a result, some of those questions would have a Likert scale with options ranging from 0 to 10, enabling them to capture more nuanced responses.

Ms. Dimock stated that applicants to the AHIF were evaluated through four broad categories. The first category was readiness to proceed, which included questions such as whether the applicant had site control, whether the project had been secured with project entitlements such as zoning compliance and site plans, whether the applicant had sufficient funding to proceed, whether the proposed construction schedule was reasonable, and whether there was a strong likelihood the project would begin within 120 days. She explained that this category aligned with the Board's interest in supporting shovel-ready projects with the AHIF, bringing resources to the community as soon as possible.

Ms. Dimock stated said that the second category was the capacity and experience of the applicant, including their demonstrated record of success working with localities on similar projects, their demonstrated record of completing projects on time and on budget, knowledge and experience with energy-efficient building practices, fiscal and organizational soundness as evidenced by audits, experienced development team, and track record of compliance with property management, affordability, and physical condition requirements as they related to rental properties. She explained that this category was consistent with the County's value and expectation around stewardship, ensuring that they were investing in an organization that could deliver on the proposed project.

Ms. Dimock said that the third category was regarding the project budget, with questions relating to whether the finance plan was sound, a preference for projects in which the County provided less than 25% of the total project cost, a rental housing pro forma that demonstrated that property income consistently exceeded expenses and debt service payments, and a strong preference for projects in which the requested funding was less than or equal to $30,000 per unit. She explained that this category reflected the County's interest in leveraging funding from other sources into their community and meeting the County's stewardship expectations by ensuring that the proposed project was financially sound and a good investment of County funds.

She said that the last category was consistency with County priorities. She said that this covered a wide range of topics, including whether the project was consistent with existing policies such as Housing Albemarle, AC44, and small area plans, whether the project addressed at least one strategic priority area, a preference for an extended period of affordability, a high level of energy efficiency, whether the proposed units met universal accessibility standards, and a project focus on the most vulnerable members of the community.

Ms. Dimock clarified that in this case, vulnerability was defined as extreme housing instability or risk of homelessness, including community members over 65, families with children under 6 years old, and people with disabilities. She explained that this category represented the County's commitment to serving the most vulnerable members of their community, while maintaining affordability and supporting units for as long as possible. She said that it also ensured that their funding aligned with existing plans and policies, supported their energy efficiency and climate change goals, and increased the number of universally accessible units in their community.

Ms. Dimock said that she welcomed feedback and questions on both the process and criteria. She said that moving forward, she would like to solicit feedback on the process, specifically on items that were discussed in March, including the proposed timeline, eligible activities, the proposed split for the fund balance, and the minimum threshold score of 75% of available points for funding consideration.

Ms. Duncan said that she appreciated the timeline change, which made sense, and the other changes provided noticeable clarity when compared to last year's list. She stated that she knew they had multiple upcoming meetings about various housing topics, and she looked forward to getting the full picture. She said that in general, she wondered whether this was the best way to spend the County's affordable housing money. She stated that she would be interested in using it for tap fees and various other ways to get at affordability. She said that for this specific process, she wanted to ask about accessibility. She stated that five points were awarded to projects that included accessible units, but she thought that was a requirement.

Ms. Dimock replied that there were varying standards for accessibility. She said that there were standards for public visitation and different standards were intended for resident use. She said that accessibility standards differed across conditions or were applied in different ways. She said that to be as inclusive as possible, they were drawing from the Virginia home standards for both accessibility and energy efficiency. She said that given that they were not experts in this area, they would like to work within someone else's established criteria.

Ms. Duncan stated that there was a comment from the public regarding homeownership below 80%, and she agreed that it should be 60% as well.

Ms. Mallek asked who was performing the Housing Needs Assessment.

Ms. Dimock replied that the Thomas Jefferson Planning District Commission (TJPDC) had been collaborating with the Regional Housing Partnership on the creation of a housing needs assessment for the region.

Ms. Mallek said that Ms. Dimock had mentioned the names of members on the review panel. She asked if that was from this current year or the past year.

Ms. Dimock answered that it was the proposed group for FY27. She said that it was a demonstration of their collaboration with others outside of their jurisdiction and the County to bring in expertise. She said that in March, there was commentary that while County staff were reviewing applications, they were sidelining their housing experts. She said that in response, they decided that their reviewers this year should include both County staff and outside housing experts.

Ms. Mallek stated that she recalled that lawyers were not allowed to represent someone who was also an applicant before the Board. She asked if this was the kind of separation they were discussing.

Ms. Dimock confirmed there would be no conflict of interest.

Ms. Mallek said that she thought it was an improvement to split the Fund into 90% for active projects versus the 10% for staff-initiated projects, although she still did not fully understand what the latter would entail. She said that they had been very clear about the process for that, which was helpful. She said that in many of the other investments the County had made in Capital Improvement Program (CIP) categories, it had been for the last dollar. She said that what struck her was when they were reviewing an applicant that the first million dollars for a project was typically spent on land purchase, and then little to no additional money was spent. She said that this was a significant change from the last-dollar investment approach they had used in other projects.

Ms. Mallek said that she would like staff to consider this and ensure that they were getting projects to advance, and that they were confident they would advance. She said that the descriptors implied that this was important, including performance on prior projects, data, timeliness, continual postponements, and tenant satisfaction in completed projects, which was very important to her, particularly since she had many projects in her district that were problematic. Therefore, it was essential that before more money was allocated to a project, they should demonstrate that they could do a better job than they were currently doing. She said that they mentioned the importance of consistency with County plans. She said that the "vulnerable" description was ideal, but it overlooked a significant gap, referring to the working poor.

Ms. Mallek said that she also thought it would be worth staff's time to look into Mr. Williamson's suggestion and provide information on how the funding could be utilized, and whether or not it may have a greater benefit. She said that it had been discussed for a very long time and it would be great to have a chart of how the methods compared.

Ms. LaPisto-Kirtley asked if the County had data on how many rental projects and how many for-sale projects were created with the assistance of this program.

Ms. Dimock confirmed that they did have that data, which was typically provided to the Board by the end of May as part of the Office of Housing's annual report. She said that they were currently in the process of developing the report for the last year, and they could certainly resend the reports from previous years.

Ms. LaPisto-Kirtley asked what the proportion was for rentals built versus for-sale units.

Ms. Dimock stated that they had made significantly higher investments in rental housing compared to home ownership to date, driven by some of the reasons that had already been identified. She said that it was significantly more expensive to generate.

Ms. LaPisto-Kirtley stated that Dr. Pethia explained that they may have approved someone for home ownership, but then that individual would face the challenge of obtaining a bank loan, which involved their credit score and other factors that affected approval. She said that on paper, the County appeared to have approved these units, but in reality, individuals may not qualify for the unit.

Ms. Dimock stated that it was true for traditional loans; however, there were alternative methods for accessing the equity involved in purchasing a home. She said that Habitat for Humanity had a model in which they contributed to the overall cost of the home, intentionally reducing the cost to ensure that potential buyers, such as those in Southwood, could secure a mortgage that met the Housing and Urban Development (HUD) requirement of 30% of their monthly income.

Ms. Dimock said that this arrangement essentially served as the first mortgage on the home, allowing the buyer to gradually increase their payments over time and ultimately own a larger stake in the property. She said that this unique financial model was used by Habitat for Humanity nationwide and reflected the idea that home ownership could be a powerful tool for building wealth for individual households and communities overall.

Ms. LaPisto-Kirtley said that she fully supported that model. She said that she would like to offer additional homeownership opportunities to first responders. She said that having them live in the community was important so they were able to respond quickly and effectively when needed during a disaster. She said that she was also wondering if they could consider offering additional points to the rental projects. She said that if they were holding onto funds for homeownership and not utilizing them, she would like to see those funds redirected to support renters in need.

Ms. Dimock said that one of the things the Board could do was determine, similar to the Human Services Funding Process, if they had an application, they scored that, and then they were ranked according to priority based on what the Board had identified as the highest priority, vulnerability, and other factors. To that end, if the Board was interested in awarding additional points to one or ranking them in order of preference, the Board could do so. She said that currently, the three eligible activities were considered equally valuable, but they did meet individual needs along the housing continuum. As they may recall, the housing continuum required resources on almost all of those buckets to have a successful affordable housing strategy. There was data and defensibility in serving and meeting the needs of all three categories; however, the Board had discretion to decide whether to award additional points to one or rank them in the order of their particular preference.

Ms. LaPisto-Kirtley said that it was possible that with additional funding for rentals, they could potentially lower the percentage of affordable housing units required, perhaps even below 60% AMI. She asked if it would be relatively viable and simple to use the AHIF funds for Albemarle County Service Authority (ACSA) fees and other ways to encourage affordability in privately developed projects.

Ms. Dimock replied that staff had received conflicting information on the topic. She said that they had heard there was interest in tap fees being included in a variety of developer incentives offered by the County; they had also heard from developers that the financial support was insufficient to meet their needs, so they would prefer it as a supplementary incentive. She stated that they could discuss it further at the Board's August 5 meeting when they reviewed Housing Albemarle and the full range of incentives related to housing policy.

Mr. Missel said that he would like to review the process section. He said that he found the 7.033 readout to be particularly empowering, and he appreciated seeing that number. He said that he was encouraged by the progress and looked forward to working on future improvements. He said that flexibility was crucial, and he had heard from constituents in the past couple of days that staff had taken their concerns into consideration and made edits accordingly. He said that this had addressed many of the questions he had, and he appreciated that effort.

Mr. Missel stated that in terms of the timeline, he understood that the edits were intended to align with the developer's ability to secure alternative funding sources and have a clear understanding of their availability in advance, which could help build the capital stack. He asked if that was correct.

Ms. Dimock replied yes; ideally, they would make their internal decisions and present them to the Board for their approval in time, for example, a Low-Income Housing Tax Credit (LIHTC) application for any rental units. She said that none of the individuals they had discussed were pursuing LIHTC applications this year, which was why they could propose their plan on October 8, rather than before the LIHTC deadline of October 1. She said that their ideal timeline was to provide sufficient information so that applicants could pursue these applications.

Ms. Dimock said that if the County agreed to provide funding, it was a crucial component of the LIHTC application and could also enhance the applicant's chances. Therefore, it was essential that they have her decision prior to the application deadline. She said that while there were other sources of funding available, such as community foundations, they wanted to ensure that their decision did not interfere with the Board's budget decision-making process and also create opportunities for applicants to secure leveraged funding in time to use the funds before the end of the current fiscal year.

Mr. Missel said that it made sense. He said that when staff mentioned an October deadline, it was for the 4% LIHTC. He said that it did not directly align with the March deadline for the 9%.

Ms. Dimock said sure; if they had made their decision in October, that was available in their funding for March, so it met both.

Mr. Missel said that as they were establishing the capital stack and reviewing the full pro forma, this funding would be part of that. He said that his understanding was that one of the criteria for receiving these funds was having an established financial plan. He asked if the financial plan was established by applying for LIHTC funds, that it was sufficient to have a secure financial plan simply by stating that they were applying for these funds.

Ms. Dimock said that it was enough to convince them of the viability of the financial plan. She said that she suspected that there may be other financial plans that had already secured funding and would receive additional points over those who were still in the process of applying. She said that if one was applying and met the set of criteria for financial planning as well as the set of criteria for readiness to deliver on the project, that counted toward readiness, even if they would not have a shovel in the ground within 120 days.

Mr. Missel said that was good to know. He said that if a project did not get LIHTC awards, they would have to pivot and find other funding sources. He said that this did not preclude them from getting these AHIF funds.

Ms. Dimock confirmed that was correct. She said that they would have a thorough conversation with anyone who had been awarded funds by this Board to create a performance agreement that was both feasible and effective, and they may apply some pressure to ensure that the recipient delivered on their commitments. She said that if, by the spring or early summer of next year, they did not believe that a viable path existed, they would return to the Board to request reconsideration of distributing the funds to a different recipient. She said that the construction and development environments could be complex, with many interdependent factors that must be considered when planning a construction project. She said that their primary concern was that the units were delivered.

Mr. Missel said that the 120-day timeline seemed very tight. He said that at some point during their two-on-two meetings, he would like to learn more about how that played into the process, the rationale, and whether it may preclude any awards here. He said that additionally, he would like to learn more about the 75% threshold score for consideration.

Ms. Dimock replied that three quarters of the available points seemed like the right place to land. She said that there were others that had 80% thresholds, and then there were some with 69% thresholds. She said that 75% seemed like a reasonable target because they had effectively scored most of the points.

Mr. Missel said that it made sense, but he could not confidently give his opinion on whether it was the correct number.

Ms. Dimock said that during their last round, they had a sufficient number of proposals that met the threshold, as well as some that did not, to reflect that not everyone would be selected based on that 75% threshold. There was still a low enough expectation that their local providers would be able to compete for these funds effectively, striking a balance between the stewardship expectation and the flexibility expectation.

Mr. Missel said that the split of 90% and 10% was perfect. He said that the editing and changes made to this approach were appropriate. He said that he also believed that the equal allocation of the three eligible groups was correct, as it avoided biasing the process in one direction. However, he saw this as an evergreen process, where the market may dictate the need for more, for example, homeownership. The market's fluctuations could impact the need for different types of housing. For instance, one year they may have a surplus of homeownership, while the next year they may not.

Mr. Missel said that given their current AMI levels, it was clear that they needed to be flexible with this approach. As they considered the proposed timeline, it would be helpful to incorporate reports such as the TJPDC's Regional Housing Needs Assessment into the Board's decision-making process. Additionally, providing information on the prior year's effectiveness of the AHIF and how it worked would allow them to combine data and make informed decisions. This would enable them to prioritize their efforts as they moved forward.

Mr. Pruitt said that he wanted to briefly respond to Ms. LaPisto-Kirtley's comment on affordable rentals. He said that his understanding was that one of the most persistent concerns and critiques of their current process was actually the opposite of her point. He said that it was that there was an unintended structural bias in the ranking mechanism, which created a statistical preference for rentals based on the total number of points allocated. He said that this bias had been addressed by moving to a 185-point baseline. He asked Ms. Dimock if it was correct that they were not previously the exact same point value.

Ms. Dimock confirmed that was correct. She said that the numbers were 210, 185, and 130, and they had corrected what was mathematically a mild bias in those figures.

Mr. Pruitt stated that he recalled the argument was that the changes were making it easier to exceed the 75% threshold, based on the missing points. He agreed with Vice Chair Missel's points that this was likely a moving target. He said that they were currently doing a lot of research and investment in housing, but this was a five-year old process, which meant that AHIF and their inclusionary zoning set-asides were trying to do everything for housing, potentially containing inherent contradictions. He said that before Mr. Missel even mentioned it, he had noted that there was an intrinsic contradiction in their approach. They were trying to simultaneously prioritize being the first dollar and the last dollar.

Mr. Pruitt said that he wanted high leverage for their County contributions, which meant a first-dollar role. They wanted to be in a position to help draw down 9% and 4% subsidies, and potentially attract better bank rates, which would be a first-dollar thing. However, this sat in contradiction with their goal of being shovel-ready within 120 days. There may also be inherent contradictions in their approach, and he did not think this was the right time to address them, but they would likely need to address them as this project matured and they built out their inventory and developed their tool set for other local tools.

Mr. Pruitt stated that they were trying to provide deep affordability but were using a tool for shallow affordability. He said that he thought of a housing trust fund as something designed for relatively shallow affordability, particularly true with loan-based funds. They were trying to prioritize sub-60% AMI, which was difficult. He said that when targeting that percentage of people, they were often either doing it with direct-facing subsidies or stacking subsidies. For example, he had seen most deeply poor people he knew who were housed in high-cost-of-living areas receiving double subsidies. They were in a subsidized apartment on a housing voucher. Their housing voucher portfolio was limited by the federal government, and they did not have a local voucher.

Mr. Pruitt stated that as they developed their portfolio of tools and built their inventory, he imagined they would want to revisit their target AMI levels, because he was not sure it was the best and highest way to leverage a dollar using this particular tool, but right now it was where they had to make up ground most acutely. He said that he knew there had been requests to create a public board for evaluations of this process. He asked if Ms. Dimock could explain where they stood with that item.

Ms. Dimock explained that the housing advisory committee was a component of Housing Albemarle, which they would be discussing again on August 5. She said that staff would be seeking Board direction at that time, and the outcome of that committee would be based on the Board's feedback at that time.

Mr. Pruitt asked if Ms. Dimock and her staff anticipated the housing advisory committee to fill the role of processing AHIF allocations, or if there would be a separate committee to do that.

Ms. Dimock replied that staff would be seeking the Board's guidance on that in August. She said that they needed to determine the exact role of the housing advisory council. She said that there were good suggestions that the selection committee for AHIF should not be the same group providing policy guidance to the Board, and staff would present that question to the Board in August.

Mr. Pruitt said that he agreed with Ms. Mallek and would advocate for dedicated seats for tenants in both groups, acknowledging that a tenant may not possess the same level of expertise on funding structures. He said that he was reminded of a little over a decade ago, when Charlottesville Redevelopment and Housing Authority (CRHA) was considering project-based rental assistance demonstration programs, which involved converting public housing to private to redevelop and retain subsidies.

Mr. Pruitt said that in hindsight, he thought that any person on this Board, if they were serving on CRHA, would have supported that technocratic solution because it leveraged more funding . He said that the Charlottesville Public Housing Association of Residents (PHAR) perspective emphasized that they were less concerned about the funding aspects and were more concerned about the changes it would result in for tenants. He said that this demonstrated the importance of having tenant representation in whatever structure they created for this process.

Mr. Pruitt said that with regard to how they were structuring this with the proposed changes, he would like to know if staff anticipated staying at 10% for staff-led initiatives, considering they had funding leftover from last year.

Ms. Dimock replied that staff would be presenting recommendations in June for how they planned to use the remaining FY26 fund balance. She said that it was her hope that by that time, they will have exhausted the AHIF funds by June 30, 2026. She stated that they were not prepared to carryover funds into FY27 at this time.

Mr. Pruitt asked if Ms. Dimock's opinion was that 10% made more sense moving forward.

Ms. Dimock said yes. She said that having some degree of flexibility would be beneficial for staff to test and pilot new initiatives, particularly those related to housing. If they were working with smaller, more discrete populations, such as families involved in Child Protection Services (CPS) due to unstable housing, she would like to explore the potential impact of providing stability and the effect on family well-being.

Ms. Dimock said that they could investigate the level of stability or subsidy that would be required to make a meaningful difference, and how much money it would take to achieve that. She said that it likely would be a small amount of money that would not be available anywhere else. She said that staff would be asking the Board's permission to test some things like that for families that were particularly vulnerable.

Ms. Dimock noted that given the rapidly changing markets and their unique context, it allowed the Board to have funds available to respond to emerging needs throughout the year. She said that her hope was that they did not carry over unused funds from one fiscal year to the next, and instead, used them appropriately during the current year.

Mr. Pruitt thanked her for that clarification. He said that he did not fully appreciate the five-year loan periodicity when they dispersed loans. He said that he had heard some concerns that a five-year timeframe for repayment may not be the most useful. He said that he was not sure if it was a pressing fiscal priority for them to have a speedy repayment, but maybe it was. He said that he wondered if there was flexibility in the immediate year to adjust this timeframe.

Ms. Dimock said that this was one of several operational items they would review to determine the optimal timeframe. She said that the Board was particularly interested in exploring the use of loans, as it could serve as a self-seeding tool for the Fund. There was a potential payoff in using loans now but also delaying the opportunity to self-water the Fund. She said that they could look to other best practice models in other communities to establish a standard. She stated that she had also heard concerns that five years may not be sufficient, particularly given the construction timeline, for the loans to be immediately useful for a number of nonprofit providers. She reiterated that this was one of several issues they would review between now and July 1, when they would reopen the process.

Mr. Pruitt said that previously, he had expressed the thought that they were using an identical system for evaluating grants and loans, despite the two having different costs and benefits. He said that loans were better suited for shallower levels of affordability serving a broader group, but they were not substantively changing how they evaluated those. He asked Ms. Dimock if there was a plan for how they may qualitatively evaluate them in this process.

Ms. Dimock stated that she believed there should be two phases. She said that they should examine how other localities, such as Richmond, or the Virginia Home process evaluated loan applications. She said that although they had not noticed significant differences in their approaches, they could conduct further research. She said that unfortunately, they would not have been able to complete the level of work and meet the timeline expectations for the FY27 process simultaneously. She said that like the Human Services Funding Process, she envisioned ongoing process adjustments as they learned and adapted, keeping the door open for potential future improvements. She said that however, they needed to conduct more due diligence on best practices to inform their decisions.

Mr. Pruitt said that he would like to express a prescriptive suggestion and seek the Board's support once they had discussed it. He said that in the guidelines, they mentioned tenant displacement as a solicitation of commitment to a principle to be considered. He said that he had been thinking about this in the context of the Cavalier Crossing development and how tenant displacement tools were integrated into a housing ecosystem. He said that they had to implement these tools prospectively, at the beginning of a development, so that they remained in place even when the development was redeveloped 30 years later. He said that in the absence of an enabling authority, this was the primary means of implementing robust tenant anti-displacement measures.

Mr. Pruitt said that he would like to hear Ms. Dimock's thoughts on the idea of adopting a requirement for a tenant displacement plan that was reviewed by staff or a future housing committee. He said that this approach had been used in other localities, and it would provide a clear policy framework for addressing tenant displacement, particularly when considering redevelopments that may result in displacement after a certain amount of time. He said that this plan would outline how they would relocate displaced tenants and what transitional subsidies they would offer to ease the transition. He said that he understood that this was typically done as part of a review for second-round subsidies for redevelopments, but he was wondering if they could implement this in the guidelines at this stage.

Ms. Dimock stated that this Board had consistently expressed an interest in establishing restrictions around tenant displacement. Consequently, she imagined that there would be a strong interest in exploring this topic further. She said that she would need to consult with the Attorney's Office to ensure that if they were not extending an obligation beyond their scope of investment over a 25-year, 30-year, or 90-year period of affordability. They would need to conduct some research on this matter before they could commit to having it be part of this process, but that did not mean it was impossible.

Mr. Pruitt said that in addition to greenfield developments, it could be used for redevelopments. He said that he did not read it as creating a strict requirement on how developers viewed tenant displacement during redevelopment projects. He said that he was unsure if they had the capacity to improve that for this round of funding.

Ms. Dimock said that to the extent that it is an operational change, they could include in the scoring criteria so that if an applicant was seeking redevelopment, they could ask for a non-displacement plan from them. She said that she did not think it required staff to come back to the Board if it was part of the overall assessment of the applications.

Mr. Pruitt emphasized that to whatever degree they were able to require tenant displacement management plans in this process, they should because it was the only opportunity they had to create such structural requirements for that issue.

Ms. Mallek said that she thought Mr. Pruitt's idea regarding non-displacement was excellent. She said that nine years ago, the Board had wholeheartedly approved the Southwood project because of the owners' promise to allow existing residents to remain. She said that this was the only instance where they had seen a genuine respect for their long-term residents. She said that in contrast, the new owners of the mobile home park in Crozet were eager to evict long-time residents by changing the rules, significantly increasing ground rent, and refusing to provide basic property management services such as lawn care.

Ms. Mallek said that she wanted to see some concrete measures put in place. She said that otherwise, their discussion would be mere rhetoric, and they would not be taking any action. She said that the Habitat model had proven successful, and she hoped they would prioritize this approach rather than saying they should just do it if possible. She said that furthermore, feasibility studies could be manipulated to support any desired outcome. She said that ultimately, they needed to prioritize caring for their long-term residents, rather than simply displacing them to make way for new development.

Mr. Gallaway stated that from a process standpoint, staff had made some improvements in terms of what was suggested for the next round. He said that it would not be setting it in stone for the next five years, and there had been a lot of issues that could not be resolved that this stage. They would have more opportunities to discuss affordable housing with their scheduled agenda items and next year's budget process.

Ms. Dimock continued her presentation. She explained that a majority of the application was based on good stewardship and legal principles, aimed at ensuring that grant recipients used the funds responsibly. There was also room for the Board's discretion, particularly in the category of County priorities. She said that to ensure they were accurately reflecting the Board's interests, she would like to spend some time discussing this section. Their priorities were evident in the operational component of this process, but staff would like to solicit the Board's specific feedback on the section regarding consistency with County priorities, particularly with regards to the cost per unit.

Ms. Dimock said that in March, there had been a discussion about whether they should include a scored section evaluating the cost of production for each unit. This would align with their stewardship goals, consistency with existing policies, and the extended period of affordability. She explained that applicants were asked to commit to 90 years of affordability, a significant period that underscored their interest in preserving affordable units in the community for as long as possible. There was also a focus on energy efficiency, accessibility standards, and vulnerability in the community were also important considerations. These factors could earn points in this section of the application, and she would appreciate the Board's guidance on whether they aligned with their interests.

Ms. Duncan said that she understood staff reviewed each application on its own merits, but she wondered if they compared them in terms of the costs per unit. She said that they had previously seen a wide range of costs per unit, and some more expensive projects were funded over less expensive projects. She asked if there was a way to award more points for the lesser costs per unit, as a way to incentivize the most affordable projects.

Ms. Duncan said that it also seemed like these priorities were more of a preference that could result in more points on an application, rather than a requirement. She asked if there was a way to require some of these County priorities in the process.

Ms. Dimock stated that there certainly would be a way to require some of these priorities. She said that the question lay in how they arrived at those requirements. She explained that certain projects, which served multiple funding areas, had different standards and definitions for rehabilitation, rental units, and home ownership. This made it challenging to identify a hard threshold, which was why they asked for a plan. In the criteria section, they identified some name-branded practices that they believed were achievable. They asked applicants to confirm their certification in these practices and to describe their experiences as part of their submitted plan.

Ms. Dimock said that given the competitive and tight process, it was likely that it would be extremely difficult to achieve zero points in any one of these categories and still proceed with the process, which effectively served as a requirement without being explicitly stated. They needed to conduct more research to identify where they would establish that threshold for requirements. She said regarding the cost per unit, the Board had expressed its interest in not being the sole funder. She said that this was another way of saying they wanted to fund and support cost-effective units, while also ensuring they were not the only ones investing in it.

Ms. Duncan noted that at first glance, the 90-year affordability requirement seemed like a long time. However, she researched it more and found that it was a typical standard used nationwide, which she thought was a positive aspect.

Ms. Mallek stated that her concern with the cost per unit earlier was that the loans and grants were being treated the same, despite their vastly different inputs and returns. She said that she would like to learn more about how separating them would impact the results in the next round. She said that the extended affordability question had been a recurring issue over the past 19 years, as the Board had invested in projects where contracts were ending to preserve affordability for the next 30 or 40 years. She said that she was wondering if this approach was being replicated here, or if there was a different approach that she was not understanding. She said that the same building would not remain the same for 90 years; it would require consistent maintenance and updates every 25 years or so, including repairs, renovations, and replacements of roofs, plumbing, and electrical systems.

Ms. Dimock said that developing a new project that remained affordable over 90 years did not necessarily mean they would not be asked to contribute public dollars to its maintenance and support. She said that this could be through grant-making, loan-making, or even requests for subsidized units through voucher programs to help offset the operational costs for those units; she agreed on that point. She said that as they had seen, particularly in this market, any level of sustained affordability required a layering of subsidies, as Mr. Pruitt had identified earlier, to maintain their competitiveness in their current market or for a sustainable period of time.

Ms. Mallek said that energy efficiency, passive design, and weatherization were very important, but she did not think the added expense of specific certifications, such as Leadership in Energy and Environmental Design (LEED), was worthwhile. She said that orientation of buildings, tree preservation, and basic building weatherization were the most important, basic, initial steps to take for environmental sustainability of new construction.

Ms. LaPisto-Kirtley agreed that they all wanted to do the best with costs per unit and ensure they were consistent with existing policies. She said that she also would like to know more about the 90 years of affordability, considering that a building would be very old at that point in time. She asked if developers or the County would be responsible for maintenance of those buildings.

Ms. Dimock said that collectively, they were responsible for ensuring affordability for the next 90 years. She said that there were communities that had successfully maintained affordability over extended periods, often by employing multiple strategies, such as using grant subsidies, vouchers, and other incentives. She said that ultimately, this designation of the property as a community that would remain affordable meant that it could not be purchased and converted into higher-end condominiums. She said that the question of how to sustain this affordability over the next 45 to 50 years remained unanswered, and it would likely require a combination of these strategies to maintain its viability.

Ms. LaPisto-Kirtley said that she was glad to hear that developers could use other monies to achieve energy efficiency in their buildings. She said that she agreed with Ms. Mallek that the brand-name certifications like LEED were very expensive.

Ms. Dimock said that there were at least six different certification methods available to meet the energy efficiency requirement, which were currently included in the guidelines. She said that the guidelines also allowed for flexibility in how a developer intended to meet the requirement, whether through design, renovation, certification, or the use of Energy Star appliances. She said that there were multiple ways for a developer to achieve this requirement while still earning full points.

Ms. Dimock said that what developers had stated was that they often preferred not to be limited to a single certification method. She said that for example, LEED certification may be suitable for large rental redevelopment projects, but it may not be the best fit for home ownership projects. She said that they wanted to maintain flexibility in their standards to accommodate different development scenarios.

Ms. Dimock said that therefore, they were looking for a certification method that aligned with the standards used by other communities that received government funding for affordable housing development. She said that the developer was tasked with identifying a certification method that met their requirements and explaining how it would work.

Ms. LaPisto-Kirtley asked if all units were expected to meet accessibility standards.

Ms. Dimock confirmed that was correct; they proposed that all units would meet a universal accessible standard, which was distinct from the Americans with Disabilities Act (ADA) standard. She said that however, they needed to clarify that difference in the application. She said that they were well aware that their community lacked sufficient accessible units. She said that as their community aged, the demand for accessible units would continue to increase. She said that one way to ensure that these units were being developed was to require that if developers used their funds to build affordable housing, they incorporated these accessibility conditions into the design.

Ms. LaPisto-Kirtley asked if Ms. Dimock could explain the difference between accessibility standards and the Americans with Disabilities Act standards.

Ms. Dimock said that the ADA requires more stringent standards for accessibility, including universal and condition-based standards. She said that she could provide more information on the differences, as she may not be able to articulate them clearly. She said that they may want to ensure that all doorways were wheelchair accessible, whether for a resident or visitor, but it did not necessarily mean that all countertops must be at wheelchair height. She said that this was a distinction between the two requirements. She said that she could send this information to the Board for further review.

Ms. LaPisto-Kirtley said that she would appreciate that. She asked if Ms. Dimock could also explain who was included in their definition of the most vulnerable members of the community.

Ms. Dimock explained that they had used the same definition of vulnerability in their Human Services Funding Process, which was rooted in their Human Services Needs Assessment. She said that this assessment identified housing instability and the risk of homelessness as key concerns. She said that according to HUD, these individuals were likely to lose their current housing within the next 14 days. She said that community members over 65, families with children under the age of six, and individuals with disabilities were considered the highest risk of becoming homeless due to various stressors. She stated that this was the baseline threshold for vulnerability that this Board had supported in the past.

Mr. Missel stated that one general observation was that many of the requirements to obtain funding for affordable housing added significant costs, which could be counterproductive. He said that to avoid this, they needed to be mindful of the costs associated with funding. He said that some of this had been addressed in previous comments. He said that for example, the $30,000 cost per unit was an example where the addition of LIHTC funds could increase costs. He said that if an applicant chose not to pursue LIHTC funds, they should not be penalized for receiving a lower amount of funding from Albemarle. He said that this decision would ultimately depend on the applicant's choice to balance the costs and benefits of pursuing different funding sources.

Mr. Missel stated that he strongly believed in sustainability, and it was critically important. He said that one potential benefit of requiring LEED Platinum certification was that it provided an objective measure of sustainability. However, he was not suggesting that they adopt this requirement solely because it added costs. He agreed with the sentiment expressed by his colleagues in this discussion. He said that if they entered into a conversation with an applicant and simply asked them to provide their idea of what they were planning to do, it became more subjective. This could lead to decisions being made based more on subjective factors, rather than objective criteria. They needed to consider how to achieve sustainability without adding costs to the project, while also maintaining objectivity.

Mr. Missel said that regarding the 90-year affordability limit, most developers had a planning horizon of 10 to 15 years, but other initiatives locally had adopted a 90-year benchmark due to the longer planning horizon of the landowner. He said that he would like to know more about the impact of this standard on the cost and feasibility of affordable housing projects. He said that he was not suggesting that they eliminate affordable housing, but rather that they strive to find a balance between affordability and sustainability.

Mr. Missel said that projects like these would be recapitalized every 15 or 20 years, so there would be a decision point at that time. He said that this related to what Ms. Mallek had mentioned about maintenance and property management, which were critical. He agreed that they needed to have some measure of that within this policy.

Mr. Pruitt said that his previous comments had spoken to this topic, but he would like to add a few more points. He said that regarding the 90-year period of affordability, it was an ubiquitous requirement included in other models similar to AHIF. He said that he was under the impression that LIHTC had become so competitive that 90 years was often the standard for those projects, as well.

Mr. Pruitt said that he would also like to explore whether that requirement had any impact on affordability. He said that he did not see it as a significant cost burden for developers, as it was not radically different from a Right of First Refusal (ROFR), which they had fought for legislative authority in the past. He said that they were seeking to ensure that when the development horizon ended, this project would remain affordable, and they would have the opportunity to reinvest in it. He said that this was also why he had previously suggested that a 15-year loan horizon may be more suitable.

Mr. Pruitt said that while it was nice to think that the loan repayment would be used for new projects, but realistically, it would be used to capitalize the same project again, using the same funds. He said that he felt the 90 years was a suitable standard. He agreed with Mr. Missel on the sustainability and accessibility standards, which seemed like desirable goals. He did not think they had the organizational capacity to define good standards that were not overly burdensome at this point. He said that universal accessibility was a higher standard than the ADA amendments required, but he was unsure what those standards looked like.

Mr. Pruitt said that he understood that they were not asking for full universal accessibility, but rather a degree of it. The same applied to energy standards; they were not asking for LEED certification, but rather for developers to consider it. He said that this did introduce issues, and he would be interested to know if it was feasible for the County to develop more concrete objective standards with their current staffing capacity.

Ms. Dimock said that she thought Mr. Pruitt was absolutely right. She said that they would look to best practices in other localities and places that had successfully established or attempted to create the ideal balance for long-term affordability, accessibility, and energy standards. She said that sometimes, that meant identifying a standard that they believed was somewhat achievable, even if an applicant only was awarded eight out of 10 points for it.

Ms. Dimock stated that it was not about meeting a threshold requirement, but rather about how close they were to the standard they had set for the process. She said that the Board's decision to fund the projects for FY26 was made with the 90-year affordability standard in mind, which had previously been proposed at 30 and 40 years. She said that this was an effort to align their housing policy with their broader goals of reducing turnover and redevelopment, while also addressing climate change and energy efficiency. This was one way to demonstrate their commitment to making their housing policy consistent with their other policies and priorities.

Mr. Pruitt stated that it was a helpful reminder that, ultimately, what they were discussing was whether or not these projects received the full 10 points, not whether or not they received any funding at all. He said that he was reminded once again with some frustration that their 2023 analysis of impediments to fair housing, conducted through the TJPDC, left a lot to be desired. He said that he found it difficult to find clear answers to their gap in unit accessibility in the report.

Mr. Pruitt said that he was frustrated that the analysis hardly referenced racial disparities in the County, despite being an analysis of impediments to fair housing. He said that it was also frustrating that they would not see another analysis of impediments to fair housing in the future due to the change in federal rules. As they grappled with questions like this, he sensed that there was a need for deeper levels of units that were accessible to their elderly and disabled residents, but he also sensed that they did not have a good handle on the problem. He said that he would be curious to know, perhaps at a later date, how Ms. Dimock's office planned to address this essential information gap on their fair housing gaps, accessibility, and other dimensions such as race, which they also had issues with being blind to.

Mr. Missel said that he would like to add a couple of points to this discussion. He said that he appreciated the timeline that had been provided, as it had been helpful in understanding the overall project milestones and how they fit into the bigger picture. He said that it was beneficial to benchmark other communities, as had been mentioned, and approaching this project with humility was a positive aspect. Their community could learn a great deal from this, and he was glad to see that they were taking a thoughtful and collaborative approach.

Mr. Missel said that also, when considering they had $7 million for this funding, he was wondering about how they could make the most of it while it was sitting in the bank; a 7% return would be almost half a million dollars. He stated that he just wanted to bring it up as a future consideration, as they could potentially have a revolving fund earning interest and used in an ongoing way.

Mr. Gallaway stated that in the previous round of funding, the percentage score was translated into the amount of dollars received by the recipients. He asked if that would still be the case in this round.

Ms. Dimock confirmed it was for this past round, because it was a way for them to fund all of the projects that scored above 75% without having to leave one out. To achieve this, they recommended funding a portion of the proposed project. She said that she did not think this method was necessarily one they should replicate. She said that it worked out without issues last time, so all of the projects were able to move forward with the reduced funding, and it provided an easy way for them to say yes to all the projects that met the threshold requirement. However, she did not believe this approach would be a recommendation from staff or a decision made by the Board in the future.

Mr. Gallaway asked how it would be dispersed in the future if that was the case. He said that he did not read anything in the staff report that stated that if an applicant scored above 75%, so now the funding award would not equate to that score. He asked how the actual dollar amount would be determined.

Ms. Dimock said that the answer lay in the amount of money available in the Fund and the amount requested. She said that if the Board decided to prioritize rehab over rentals, and they had three projects that all scored in the 80% range, they would honor the Board's higher interest in funding rehab projects, so that one would be recommended to be funded in full first, and then the remaining funds would be distributed among the remaining projects. She said that if there were numerous requests, they could only fund projects that scored above 80. She said that although some projects were eligible for funding above 75%, they did not have enough money to fund all of them. Therefore, they ranked them either by score or by priority to make a recommendation to the Board on how to allocate the funds. She said that if a project scored 183, they would likely recommend full funding for the first project and then allocate funds to the remaining projects that met the requirements.

Mr. Gallaway asked if it was a fair statement that the higher one's score, the higher the probability that they would receive their full ask.

Ms. Dimock said that yes, that was a fair statement.

Mr. Gallaway said that when examining the point structure, he would think that, if a project was benefiting a segment at 40% of the Area Median Income (AMI), that was actually a higher priority than 50% or 60%. He asked if they would receive bonus points for achieving the lower percent AMI.

Ms. Dimock said that yes, one of the changes for this year was that they were moving away from a simple pass or fail approach. She said that instead, the raters will have the opportunity to award points in varying increments, depending on the complexity of the component. She said that this was an effort to avoid the "all or nothing" mindset, and to provide more nuance in their evaluation process. She said that for example, rather than requiring a perfect plan to maintain affordability for 50 years, they were looking for a reasonable plan with an intention to do so. She said that they may not receive all 10 points, but they could receive 8 or 9, depending on the quality of the response. She said that this approach was a departure from the FY26 process, which often resulted in a simple yes or no evaluation, and instead allowed for more variation and reflection of the nuances they have discussed.

Mr. Gallaway said that he hoped that applicants would understand that prior to submitting their application. He said that if someone was applying to do these projects, similar to Smart Scale, they tried to maximize their chances to receive as much funding as possible. He said that this was critical to how applications were put forward.

Ms. Dimock confirmed that they would update both the scoring matrix tool and the guidelines and post them on the website, following the Board's recommendations today.

Mr. Gallaway asked if there was a way for the evaluations to acknowledge creative proposals and suggest combining components to result in a better project and better meet their priorities. He said that he hoped that would be factored into the process. He said that on another topic, he would like to know if Premier Circle was paying for connection fees for their rental units.

Ms. Dimock said that she would assume so, since the County was not paying them.

Mr. Gallaway said that it was a permanent supportive housing project, so if they considered 60 units, the connection fee would be $15,000 per unit, totaling $900,000. He said that to put this into perspective, if a developer were to finance this amount at a prevailing interest rate, the monthly cost would be approximately $8,000. He said that divided by 60 units, that was about $135 per unit. He said that he recalled that the highest priced rent was $1,700.

Ms. Dimock said that yes, that would be referring to the Piedmont Housing Alliance component of Premier Circle.

Mr. Gallaway said that the lowest was $583. He said that the Service Authority did not care about the cost of the unit itself; they just wanted the connection fee. He said that this meant that the connection fees cost the same, regardless of whether the rent was $583 or $1,700. He said that subtracting the $135 from either of those rents would make a big difference for those affordability levels. He said that if they were to pay those connection fees out of the Albemarle Housing Investment Fund, and it were a 60-unit project, that would be $900,000.

Mr. Gallaway said that they received a few proposals that offered such a large amount of affordable units, but if they used the AHIF to pay those connection fees, they would use all of their funds for just a few projects. He asked why the ACSA was not working harder with the County to achieve affordability in the same way developers were. He stated that they put a requirement on developers in their policies that they must provide 20% of their units at 60% AMI but then allowed their utilities to charge the same connection fee for market rate and affordable units. He stated that the County needed to discuss their policy parameters with ACSA and discuss how they could achieve their goals.

Mr. Gallaway stated that the phrase "growth pays for growth" was the mantra that was used to justify the connection fees, but the growth in the County was primarily luxury market growth. He stated that affordability was about retaining residents, not a growth tool. He said that it was a public good that all public agencies should keep in mind. He stated that they needed to deal with this as they continued their Housing Albemarle discussions. He said that if they did not understand how developer costs were passed onto tenants, and how they could use subsidy to offset that, then he did not see how they could get to an affordable level. He said that the new consultancy group out of Richmond had an article about affordability and housing stock, and Albemarle had the lowest availability in the state for both homeownership and rentals.

Mr. Gallaway stated that they had to contend with that, and the $7 million in AHIF for this type of application process was not going to solve the issue. He stated that this process must be in tandem with other solutions. He stated that this was where the flexibility and combination of incentives may provide better viability for prospective projects. He stated that the committee needed to be able to have those conversations with applicants so they were not siloed in this work. He said that he had strong opinions on the committees that would be formed as part of their Housing Albemarle discussions, but he would save those comments for their subsequent meetings.

Mr. Gallaway said that he agreed with Ms. Mallek's point about property management track records. He said that if property managers were not doing a good job now in taking care of their current property and tenants, he would not be supportive of giving them new dollars for new projects. He stated that the County had little control over dealing with those situations, and perhaps those property managers should be asking for funding to deal with their current issues, rather than for new projects. He said that he hoped AHIF would turn into something that would return funds to the County in some form, but he had not seen a strategy for how the repaid loan funds would be used in the future.

Mr. Gallaway agreed with Mr. Missel that they should get a fund large enough to produce something significant, acknowledging the legalities of how public dollars could earn interest. He said that other localities with longstanding housing trust funds had achieved that, and while Albemarle did not need to address it right now, they certainly should keep it in mind as a future consideration. He stated that he supported the changes made to the process and criteria at this point in time and thought they would have a better process this year. He said that he assumed this conversation would resurface during next year's budget process, as well. He also noted that the further they could go in terms of providing affordability at lower AMI levels, the better off they would be.

Mr. Gallaway stated that he was unsure if lowering the AMI level for homeownership would accomplish anything other than just lowering the number, because it may make other requirements more difficult to achieve for prospective homeowners. He said that however, he would not be opposed to looking into it further if they could find a creative solution. He noted that the County had purchased property for economic development purposes, and it was possible they may purchase property for affordable housing development. He said that land acquisition costs and site control could eliminate a lot of obstacles to affordable housing projects, and he wanted to note that in advance of their subsequent affordable housing discussions.

Ms. LaPisto-Kirtley asked Ms. Dimock if most of the funds in the last AHIF round were used for rehabilitation projects.

Ms. Dimock said that for the 2026 round, yes, there were four projects that they funded, and the largest projects were for rehabilitation and preservation of existing affordable housing. She said that they were surprised to see how many applications related to rehab were received in that cycle. She said that they did not anticipate that happening every year.

Ms. LaPisto-Kirtley asked if staff could provide the Board with the numbers of rehabilitation, rental, and homeownership projects had applied and qualified.

Ms. Dimock confirmed she would send that information to the Board

Ms. Mallek asked whether ACSA had the authority to establish differential rates. She said that she was aware that they did have tiered rates for water usage, with four tiers for the below wholesale rate and four times that for irrigation and other purposes. She said that she would appreciate an answer to this question. She said that regarding AMI and homeownership, she wondered if this approach would be beneficial for future generations, allowing them to keep a place instead of having to give it up.

Ms. Mallek said that she was reminded of a longtime County resident who lived on her family's land for 150 years in Esmont, and after generations of divisions and subdivisions, she was left with just 25 acres. She said that she expressed a strong desire to keep that land, stating that it was the only place left for her family to live and gather. She said that she felt that it was essential for younger people to have a place to call their own, and that this challenge might be an unintended consequence of their current approach.

Ms. Dimock thanked the Board for their patience and trust in them as they navigated the new world of the AHIF. She said that she was confident that they would continue to improve and refine their processes every year. She said that this was an action item, but the feedback and advice from the Board today was sufficient .

Mr. Richardson said that considering the Board's interest in connection fees from the ACSA, the members of which were appointed by this Board, he would like to explore the possibility of discussing this further with the Executive Director. He said that each of them has representatives on the ACSA Board of Directors, and if the Board was willing, he could initiate a conversation to better understand the connection fees specific to residential areas. He could learn as much as he could and then return to the Board in the two-on-two meetings to discuss the topic in more detail. He said that this information could inform future conversations with their appointed ACSA members, should they choose to pursue that.

Mr. Gallaway confirmed there was consensus from the Board to pursue that direction.

Ms. Mallek noted that for approximately 35 years, up until 2012 or so, the connection fees were extremely low. She said that like many public service agencies across the country, they lacked sufficient funds to reinvest in repairs, new piping, and other necessary upgrades. She said that it was not until the board membership at ACSA underwent strategic changes, resulting in a better understanding of the agency's survivability, that the free ride for new projects came to an end. She said that prior to that, the current users had borne the full cost of new projects, while the new users were not assigned any responsibilities. She said that this led to a significant backlash during her 2007 election, with many people expressing discontent and a desire for change, as the increased costs were unfair, and the new users were not contributing to the agency's financial burden. She said that proffers did provide some relief, but they seem to be back to where they started.

Agenda Item No. 11. **Discussion Item:** Budget Process Review.

Mr. Gallaway said that he would be leading the discussion; there was no staff presentation on this item. He said that there were some suggested evaluation questions he had sent to the Board members as a starting point for the conversation. He said that the intent of this discussion was to allow the Board members to give their thoughts on how the process went with one another and with their elected School Board. He stated that they would have more opportunity during their two-on-two meetings with staff to discuss staff work and the staff process.

Ms. Duncan stated that one thing she had mentioned before was that she felt early on that the budget was essentially the end of last year's process. She said that for example, the discussions they had tonight might be incorporated into next year's budget. She said that as a result, she approached it as an opportunity to learn about the process and study the budget in its entirety, comparing it to the School Board's budget and understanding how it was laid out. She said that she felt very positive about moving forward, having learned a great deal and grasping most of what she was learning. This experience was helpful and informative.

Ms. Duncan said that regarding shaping outcomes, this kind of collaboration occurred throughout the year, with staff members hearing the Board's feedback and responding. She said that she hoped and assumed that the School Board would work more closely with the Board this year, building a stronger planning process together. She wished the School Division's budget document was more comprehensive, and that the Capital Improvement Plan (CIP) items were included in the budget, which would make it easier to understand their priorities and discuss relevant topics. She said that the debate over the $2 million transfer to Schools felt more like a numbers game than a discussion of priorities, because the priorities were not clearly outlined. She said that she found the budget process to be a helpful exercise, and although challenging to take on at the beginning of the year, she enjoyed working through it.

Mr. Gallaway said that he knew that their new Supervisors went through a thorough budget orientation process. He asked Ms. Duncan if she felt it was sufficient preparation.

Ms. Duncan confirmed that they had a lot of orientations, with two specific to the budget. She said that other neighboring municipalities did not provide orientations to their incoming elected officials, and she wanted to express her sincere appreciation for the time and effort that County staff invested in them. She said that throughout the process, whenever she had questions, she felt the staff was actively listening and understood what she needed, and she was able to obtain the answers quickly and efficiently.

Ms. Duncan said that the staff was very responsive, and the answers came to her promptly, which made it easy for her to remember what she had asked and ensured that she received the information she needed. She said that the overall organization of the work sessions was also well done, with clear and organized materials. She acknowledged that was not an easy task, and she appreciated the County staff's efforts in making the process smooth and effective.

Ms. Mallek stated that first, the December 3 meeting they had was very powerful in terms of substantial interaction between the Board and School Board, and the first time in 20 years she could recall the Board actually demanding more effort on the part of the School Board. She said that she wondered if there was a place in the process for expectations to be clearly printed out, as the process had changed significantly over the last 10 years without the Board having any choice in the matter. She said that in the past, they used to receive a budget book from the Schools, which she would thoroughly review, and come prepared with questions.

Ms. Mallek said that she felt that budget book was not given to the Board because the School Board did not like having to answer specific questions from the Board. She said that she did not have good enough internet at home to look up the answers online. She said that it was the School Board's responsibility to provide that information. She said that there were also many parents who noted that the School Board was unprepared to discuss their budget with the Board of Supervisors because they adopted the Superintendent's Recommended Budget before discussing the budget among the School Board. She said that she expected the School Board to support the things they had prioritized and provide the reasoning behind them. She said that they should not have something that changed every six months.

Ms. Mallek stated that working with the School Board did not mean the Schools would immediately be given everything they asked for; rather, they should all be willing to discuss the requests, and the Board of Supervisors retained the funding and statutory responsibilities. She understood that the School Board should advise and provide guidance, rather than make the funding decisions. Having clear guidelines and communication from the beginning would be incredibly helpful for all Board members. She may be the only one who felt this way, but she believed transparency and visibility of information were crucial.

Ms. Mallek stated that with the training the Board members had received over the years, she was confident in their ability to ask questions and understand the processes. She said that whether this impacted decision-making, she felt it did all the time due to the constraints. She said that the same accountability could be held for other departments that they funded. She said that regarding prioritization of trade-offs, it was essential for the Board to prioritize Countywide benefits rather than single-district advantages; however, she sensed that there was a growing trend towards single-issue, single-district focus, and she hoped they could continue to prioritize the Countywide benefit.

Ms. Mallek said that it was important to consider the impacts of their decisions on each district, drawing from their local knowledge of how certain issues affected their constituents. She said that she hoped the Board would have a discussion and understanding by the end of the summer to inform staff on potential changes to the budget, particularly regarding funding requests from City agencies. She reminded everyone that $22 million would be transferred from the County to the City, which should be spent on projects like Holiday Drive and the Salvation Army, which should be prioritized, as their taxpayers had already paid for these services through the County share. This allocation could provide savings, and the ability to fund County agency requests that benefited local residents.

Ms. Mallek stated that it was important for them to revisit the revenue-sharing agreement, which was passed by referendum, and ensure they were living up to its original intent to benefit City and County residents. There was insufficient evidence that they were meeting this standard. She said that she had consistently spoken about prioritizing basic needs, such as clean air and clean water, which were foundational for the well-being of their community. She said that if they did not protect these fundamental needs, their decisions became less relevant. She said that she was concerned about the increasing environmental risks they were facing, including wildfires, droughts, floods, and other disasters. She said that she would strive to continue reminding the Board of this priority as they moved forward. She said that she appreciated the Board's efforts to engage in respectful discussions and factual agreements to disagree.

Ms. LaPisto-Kirtley said that regarding fiscal stewardship and understanding, she felt that she had a good grasp of that. She said that for prioritization and trade-offs, they had done a good job of making those decisions. She said that they had open discussions and made trade-offs, which was something she had rarely seen in the past. She said that Ms. Mallek was correct that they did not always agree, but their discussions were respectful and focused on where and how the money should be spent. She was satisfied with that.

Ms. LaPisto-Kirtley said that regarding engagement in the budget process, she thought that they had done a great job. She was surprised by the school budget, and it remained unclear whether they could have had advance warning of their requests. She said that they now knew that they did not have as robust of a budget process as the County government did. She said that she appreciated that they had asked for data to support the School Division's needs, and she was glad the Board Chair was working with the School Board Chair to discuss things further. She agreed with Ms. Mallek that she did not want the School Board to impose their thoughts on how the County should fund things. She said that the School Board should be presenting their needs without regard for the Board's decision-making process.

Ms. LaPisto-Kirtley stated that she also would like to have advance notice of any major concerns. She said that they received the budget on February 25, with some foresight in terms of economic conditions. Overall, she deeply appreciated their discussions this time. She had never seen such a level of open and respectful dialogue, and she had learned a lot from it. She thought it was a healthy process, and she would like to see it continue. She stated that if they could get a head start on the process and advance notice from the School Board, that would be beneficial. She said that it would be helpful for the County Executive to have as much information as possible when developing his Recommended Budget.

Mr. Missel said that he agreed with Ms. Duncan's comments in terms of the new member learning curve. He thanked staff and his colleagues on the Board for their incredible help in answering questions and providing a positive learning environment during the budget process. He stated that he appreciated that their debt capacity and coverage ratios were well understood, and that this knowledge could help set realistic expectations for the budget process and allowed for well-informed decisions.

Mr. Missel said that regarding prioritization and trade-offs, the partner organization process needed improvement. He said it felt like they were playing favorites to whomever sent the most emails. While he understood the importance of engaging with partner organizations, they needed to make this process more objective and transparent. He said that engaging the City in the discussion was a missing link, and he appreciated the efforts made by Mr. Richardson to involve the City in the Dogwood Memorial project. He stated that as Ms. Mallek had mentioned, clearly listing the benefits to the City and the County was important in demonstrating how that partnership worked.

Mr. Missel said that they had all mentioned the School Board request as part of this process, and he agreed it was a surprise to him. He said that he had learned more about it and discussed it further with his district's representative on the School Board. He said that he looked forward to more conversations about the CIP. He stated that the December 3 meeting was interesting to him as an observer rather than as an elected Board member. He stated that the timing of the two-on-two meetings with the School Board felt late in the discussion, so he would appreciate it if those could be scheduled earlier in the year.

Mr. Missel said that on reflection, onboarding, communication, clarity, responses to questions, and posting information on the County website were all fantastic. He said that in terms of changes, they had discussed the partner organization process, and he would add that forward-looking forecast would be beneficial. He stated that they had discussed the connections to the strategic plan and how it aligned with their five-year plan, and this reinforced the importance of thinking proactively about future years, rather than just focusing on the current year.

Mr. Missel stated that when he fully grasped this concept, he felt a sense of clarity and confidence about the process. What he realized was that they were not working in isolation, but rather, they were considering the long-term implications of their decisions. This process also involved identifying their aspirational goals for the future, such as increasing their Affordable Housing Investment Fund from $7 million to $10 million.

Mr. Pruitt said that he wanted to start by acknowledging the things that he thought were truly exceptional. He said that the staff did an outstanding job of equipping them for budget conversations. He said that the degree to which they were guided through the process could be intense, which could be both beneficial and necessary. He said that he knew he had mentioned this previously, but he wanted to reiterate that every year he had been involved in this process, they had had to clarify the language surrounding different types of reserves and pools.

Mr. Pruitt said that there was a single graphic that was used once, which was the most effective budget graphic he had ever seen. He said that it was a block made up of smaller blocks, each color-coded to represent different names of reserves. He said that similarly, as they narrowed down the conversation about the different pools of money, staff did an excellent job of managing those and keeping them on track for them. He said that this spoke to the staff's ability to effectively manage the public's expectations, which was a top priority.

Mr. Pruitt said that he also wanted to mention the interactions they had with the School Board, which were a significant improvement over past years. He said that Ms. Mallek had mentioned this explicitly, but he wanted to reiterate it because it was an important takeaway. He said that the level of discussion and discourse was much improved, and he was pleased to see that they had open and honest conversations. He said that this was an essential aspect of their budget process, and they were doing everyone a disservice if they were not discussing it openly.

Mr. Pruitt said that he was pleased to see that they had the opportunity to have two-on-two discussions with the School staff and their School Board members. He said that while it was a valuable exercise, it would have been more helpful if it had been structured around specific actionables. He said that the conversations were mostly blue-sky, which could be beneficial, but it should have started earlier in the process in order to allow for more substantive discussions to develop. He said that he had a discussion with the union leader about the conversation they had with the School Board, and he expressed his frustration with the last-minute change to the School Board's position, which they had provided in a letter to the Board of Supervisors.

Mr. Pruitt said that it would have been helpful if the School Board had simply requested a work session with the Board. He said that the Board had a work session date that was unused, which seemed like an opportunity they should have revisited after December. He said that the union leaders had asked if the School Board knew they could do that, which was a good question. He said that the answer was likely no, as it was not a straightforward process. He said that while any significant stakeholder could request a meeting, it depended on their confidence in their authority.

Mr. Pruitt stated that Sheriff Bryant was very comfortable asserting her authority, and she did so two years ago by requesting a specific time to speak during a work session with the Board. He said the Board benefited from having those issues discussed, even though he disagreed with her on the matter. It was to their advantage that this was brought to their attention and discussed in that forum. They would do better if the School Board and other stakeholders understood they had that authority.

Mr. Pruitt noted that they had several advisory committees that were not acting as advisory committees, failing to provide meaningful advice. This had come up before, and it was possible that the public may have heard about it, which was that a single member of the Police Citizens Advisory Committee requested a specific budget allocation, possibly on behalf of the committee, but it was unclear. They should also feel empowered to request a meeting with them during the budget process. He thought their Social Services Advisory Board should present a funding request; that was the intent of an advisory board.

Mr. Pruitt stated that he expected that when they formed a housing advisory committee, they would act as a mouthpiece during the budget process, advocating for housing priorities. They should be using the budget as their most substantial policy document, and advisory committees should act as a second brain for the Board on policy decisions. He worried that they were not being leveraged for that purpose in the most critical place. This work needed to be led by those organizations, but it was an area where they could improve. This could be something that their Housing Advisory Committee, Police Citizens Advisory Committee, Social Services Advisory Committee, and possibly others, could be doing during the budget process.

Mr. Pruitt said that returning to his initial point, the School Board should feel empowered to request additional discussions with the Board during the budget process. He said that, not specific to the budget, but he wanted to note the importance of telegraphing intentions to peers on the Board, and this had since been included in onboarding materials for new Board members. Since then, he had learned that it was very helpful to clearly state how he intended to vote or what he cared about voting on, repeating this over months, so that others had the opportunity to discuss and prepare ahead of time.

Mr. Pruitt stated that ideally, he had found it beneficial to make these intentions clear, without being too vague or technical, so that people could understand his perspective without feeling overwhelmed. He said that he wanted to convey big-picture ideas in a way that was easy to digest, rather than trying to convey complex, technical thoughts. He brought this up because he was frustrated with Mr. Missel's position on their tax rates this year, not because of his position in itself, but because he had not had the time to digest it and engage in conversation about it.

Mr. Pruitt said that he opposed it because he had proposed several specific moves, rather than a gross cut to be moved. He stated that without enough advance notice, he was unable to engage with those recommendations with the weight they deserved. He stated that he had found it was helpful to telegraph their intentions far in advance of decisions so everyone had the opportunity understand them.

Mr. Missel expressed his appreciation to Mr. Pruitt for sharing that. He said that he sensed that during the conversation, and he felt the challenge as a newcomer of how to understand how the discourse occurred. He said that they made a lot of significant decisions within two to four hours that may have benefited from prior conversations, but they were based on real-time input from constituents. He stated that balancing that was something he was trying to learn and understand better.

Mr. Pruitt stated that one other point he wanted to mention was that he ultimately supported the shifts in public agency contributions. He said that this was a prudent compromise to ensure they were all in agreement on the final budget, and it helped prevent separate priorities from being jeopardized. However, he was concerned that, in the future, the Board should publicly signal how they would engage with these questions before the next budget was finalized.

Mr. Pruitt said that if they did not explicitly state that they would not revisit this issue after receiving a recommendation, then Board members could influence partner agencies to publicly lobby the Board for additional funding for the next process. He said that he did not think that elevating personal priorities like that was a process they wanted to engage in, where they were considering what agency aligned most with Supervisor platforms and districts and encouraging them to be the most engaged in the budget process, and therefore a Board member would be most capable of leveraging additional funds for them. He said that this undermined the goals of the partner agency funding process, which should be avoided.

Mr. Gallaway said that at a high level, the most significant change in his approach to the budget this year was recognizing that it was not just a one-year process, but rather a multi-year cycle. He said that this was a common challenge faced by elected bodies of similar size and scope. Staff had been instrumental in helping navigate this, but at their level, it was a particularly complex issue. He said that competing priorities, such as Fire positions versus school children or Police positions versus affordable housing investments, also became evident this year.

Mr. Gallaway said that it was important that they address these challenges early on, rather than letting them escalate into a zero-sum game. He said that he had found that describing the situation to others had been a valuable exercise in understanding the dynamic. For instance, when he explained that the Fire positions were not a choice, but rather a necessary backfilling of a need, the public became more understanding. He said that by working with the School Board and considering the broader picture of competing priorities, they could develop a more sustainable approach to budgeting.

Mr. Gallaway said that this involved not just competing for limited resources but rather finding ways to integrate their priorities over a multi-year period. He thought it was important that they communicate this dynamic to the public, as it was essential to understanding the complexities of their role. He agreed with Mr. Pruitt's point that the agency funding process could not be dictated by Board members' personal priorities, and the system was intended to prevent that. This year, he felt frustrated by the negotiating and bartering that occurred, which sent the wrong message about the value of advocacy.

Mr. Gallaway said that he did not want to perpetuate the notion that advocacy power was equivalent to dollars. One nuance that had not occurred to him before was that although agencies requested annual funding based on their normal year-over-year operations, an advocate for Cville Band mentioned that this was the 250th anniversary of their country, and that the Cville Band might have extra performances this year. He said that this was the first compelling argument he had heard where he felt there was potential for the process to consider special circumstances where supplemental funding may be helpful but did not need to be included in subsequent years.

Mr. Gallaway stated that this could encourage their community agencies to think about multi-year budgeting in that regard. He said that for Board members, if they had issues with the process, they needed to fix it, and if applications were already submitted and the Board did not support the recommendations, they risked inviting more applications and potential problems. He did notice that there were data questions and concerns, and those should be surfaced early. He said that among themselves, if someone said something aloud or did something that came as a complete surprise, that was an issue of Board members not communicating well throughout the year.

Mr. Gallaway stated that while the discussions and public disagreements with the School Board were necessary and functional, there were definite process improvements that could be made. He said that from their perspective, examining their Board's operations and how they functioned, how the School Board handled their own processes, and how they interacted together. He said that he and the School Board Chair had been having conversations about this, and the work they were doing, including self-Board evaluation, would lead to collaboration with the School Board and potentially different approaches next year.

Mr. Gallaway said that this would be helpful as they tried to determine the budget philosophy moving forward and considered adopting a multi-year budget strategy. Their fiscal year policies and planning must be aligned with the needs of all County agencies and departments, not just the School Board. He was committed to this work with the School Board Chair and strived to make meaningful changes that would allow them to disagree while still demonstrating their knowledge of the facts and their ability to work together. He believed that this conversation alone was a step in the right direction.

Mr. Gallaway said that one thing that had been mentioned by staff, but perhaps not fully appreciated by the Board, was that the operational consequences of capital projects. When they thought in terms of high school projects, they often focused on the big numbers, but it was essential to consider the operational implications for years two, three, four, and five. He said this was something that needed to be addressed.

Mr. Gallaway said that additionally, their fiscal management policies, as presented in the budget document and presentations, could be improved. Specifically, it would be beneficial to create a formal fiscal management policy that explained their multi-year budgeting approach and provided clarity on their debt capacity policy and other key issues. Currently, this information was scattered throughout the budget document, and he proposed creating a separate, easily accessible document that provided a clear and concise explanation of their fiscal management policies.

Mr. Gallaway said that a courthouse project or a library project may be planned for a certain time period, but those projects involved multiple agencies and factors that could not be anticipated and may impact the timeline. He said that it would be beneficial to explain this process in a clear and concise manner to everyone involved. As part of his work with staff, he would highlight these concerns and challenge the Board to consider how to integrate all the necessary elements into their decision-making process.

Mr. Gallaway said that he also appreciated the suggestion of having one more conversation before a final vote, as this could be a valuable opportunity to ensure they were all on the same page. By doing so, they could avoid unnecessary back-and-forth discussions and ensure that everyone had a chance to digest the information. This approach would be more in line with the norm and would provide a more transparent process. He did feel that their previous efforts were valid and surfaced with the public, but this extra step would be valuable.

Mr. Gallaway said that he would compile a summary of this conversation and make it available to staff and the Board, so they could refer to it as needed as they continued to work together as a Board to address these issues.

Ms. LaPisto-Kirtley said that she wanted to note that her only concern with their budget process was when they were making changes to reach the $7 million for AHIF. She said that they talked about the tax rate, discretionary funds, and leftover funds, and she felt there needed to be further clarification on that process. She said that it felt very fast and involved a variety of funding sources that became confusing. She said that she did not mind the method of reaching the $7 million, but it happened very fast and she would have preferred the discussions to slow down. She said that finally, she would like to get the City agencies' input on how they were spending the funding from the County.

____

Agenda Item No. 12. Closed Meeting.

At 5:28 p.m., Ms. Duncan **moved** that the Board of Supervisors convene a closed meeting pursuant to section 2.2-3711(A) of the Code of Virginia:

- Under subsection (1), to discuss and consider the annual performance of the County Attorney.

Ms. Mallek **seconded** the motion. Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Duncan, Mr. Gallaway, Ms. LaPisto-Kirtley, Ms. Mallek, Mr. Missel, and Mr. Pruitt.
NAYS: none.

____

Agenda Item No. 13. Certify Closed Meeting.

At 6:08 p.m., Ms. LaPisto-Kirtley **moved** that the Board of Supervisors certify by a recorded vote that, to the best of each Supervisor's knowledge, only public business matters lawfully exempted from the open meeting requirements of the Virginia Freedom of Information Act and identified in the motion authorizing the closed meeting were heard, discussed, or considered in the closed meeting.

Ms. Mallek **seconded** the motion. Roll was called and the motion carried by the following recorded vote:

AYES: Mr. Gallaway, Ms. LaPisto-Kirtley, Ms. Mallek, Mr. Missel, and Mr. Pruitt.
NAYS: none.
ABSENT: Ms. Duncan.

____

Agenda Item No. 14. From the County Executive: Report on Matters Not Listed on the Agenda.

Mr. Jeff Richardson, County Administrator, stated that he would present the May 2026 Progress Albemarle Report. He said that before he began, he would like to take a moment to discuss Albemarle County core values. He said staff emphasized high performance and aligned their presentations with the Board's strategic plan, examining the six strategic goals and tying them back to metrics and reports of their organization's good work. Tonight, he would like to take a different approach and focus on one of their core values. The County had five core values, which drove much of their behavior, interactions, and treatment of their community and citizens.

Mr. Richardson stated that the core value he would like to highlight tonight was learning. He discussed this value the most during new employee orientation, and their Human Resources (HR) staff could verify that he prioritized the learning core value in their organization, which encouraged and supported lifelong learning and personal and professional growth of their staff. He would like to thank the board publicly for supporting them in the FY27 budget with $1.4 million, which they would focus on training and education for their staff.

Mr. Richardson said that tonight, he would like to walk through a variety of credentials and training from across the organization, highlighting some of the good work that was happening. He was pleased to report that they received an overwhelming number of responses from departments on training, education, and certifications that their staff pursued on a regular basis. This may not be the last time the Board heard from him about the good work their staff was doing to lean into the learning core value.

Mr. Richardson reported that Trevor Henry, their Deputy County Executive, had earned the International City/County Management Association (ICMA) Credentialed Manager designation. This was a prestigious recognition awarded to managers who demonstrated a commitment to professional development, ethical leadership, and lifelong learning. To earn this credential, it took Mr. Henry about seven years to complete, and he continued to pursue continuing education on a year-to-year basis. He now held the designation and was required to complete 40 hours of continuing education annually. As part of this requirement, he must write a learning paper and submit it to ICMA every year, detailing what he learned and how he planned to apply it in his work. His paper was then reviewed by a peer group of managers in Washington, D.C.

Mr. Richardson stated that Mr. Henry's credentials would enhance the county's capacity to deliver effective, transparent, and innovative public service. He noted that the photo provided, which was from when Mr. Henry participated in a field visit to Albemarle County Fire Rescue (ACFR), donning personal protective equipment and navigating the burn building alongside several staff members. It showcased his enthusiasm for supporting their departments and learning about their work.

Mr. Richardson stated that next person he wanted to speak about was Emily Kilroy. When they promoted Ms. Kilroy to the Economic Development Director's position several years ago, he emphasized the importance of her pursuing the Certified Economic Developer designation through the Economic Development Institute. He said since then she had completed 117 credit hours, earning her certification. This program, offered by Oklahoma University in partnership with the International Economic Development Council, equipped practitioners with the tools, framework, and best practices needed to drive sustainable economic growth in their communities.

Mr. Richardson said that it was recognized as the best program in the United States, covering areas such as business retention, expansion, site selection, workforce development, and strategic planning, all directly applicable to Albemarle County's Economic Development Strategic Plan. They were proud of Ms. Kilroy's dedication, as she balanced her full-time work and family responsibilities while earning this accreditation.

Mr. Richardson stated that he was pleased to report that Jessica Rice, their Human Resources Director, had completed the HR Executive Leadership Certification Program. This advanced credential focused on strategic leadership, organizational development, talent management, workforce planning, and board governance. Ms. Rice's expertise was particularly valuable in their local government HR Department, which they had established about five years ago with the support of the Board, School Board, and School staff. She was helping them align their HR strategy with organizational goals, navigate complex employment law, and foster an inclusive and high-performing workforce.

Mr. Richardson reported that Michael Dellinger in their Community Development Department was one of fewer than 1,000 people worldwide to hold the International Code Council Master Code Professional designation. This designation was one of the most demanding and exclusive certifications in the building and codes industry. Earning this credential required mastery across multiple code domains, including building, fire, plumbing, mechanical, electrical, and accessibility codes, as well as years of experience and successful completion of a comprehensive examination process. Mr. Dellinger's designation provided residents and developers with an expert who could navigate the full complexity of modern building codes, ensuring the construction was safe, compliant, and efficient. He had done a commendable job staying current in his field, and they appreciated his hard work.

Mr. Richardson said that Tim Padalino and Mitzi Hammer were part of the inaugural cohort from the University of Virginia's Leadership Local Energy Alliance Program (LEAP), a comprehensive leadership development program designed to cultivate the next generation of local government leaders. The program was a precursor to the LEAD (Leadership Education and Development) program, and many of the County's managers and supervisors had attended the LEAD program. The University of Virginia was a valuable resource, offering continuing education opportunities just 10 minutes away. He said that this was the inaugural cohort, so Mr. Padalino and Ms. Hammer were the first participants to go through the program, which included mentorship, cohort-based learning, and leadership assets.

Mr. Richardson stated that the participation in LEAP signaled both the individual potential and the County's commitment to growing their leadership from within to prepare them for future promotional opportunities. He said that Mr. Padalino was in their Parks and Recreation Department, and Ms. Hammer worked in strategic planning and project management.

Mr. Richardson stated that David Dollins and Tim Scarbrough recently earned their Playground Safety Recertifications through the Parks and Recreation Department. The Playground Safety Certification was a nationally recognized credential that trained professionals in playground hazard identification, equipment standards, and best practices for safe design and maintenance. Certified Playground Safety Inspectors were trained to evaluate equipment, surfacing, layout, and age appropriateness to reduce the risk of injury at public play spaces. Having certified inspectors in-house provided an additional layer of protection for their kids and families in Albemarle County.

Mr. Richardson stated that Emergency Vehicle Technician (EVT) certification was the industry standard for professionals who inspect, maintain, and repair emergency vehicles, including all of their fire apparatus, rescue units, and ambulances. The EVT certification program administered through the Emergency Vehicle Technician Certification Commission ensured that each of their technicians had demonstrated competency in complex mechanical, electrical, and hydraulic systems unique to emergency vehicles. The team held a wide range of credentials, including EVT and manufacturer-specific qualifications. In the photo, they had Chip Walker, Calvin Butler, Eric Lohman, and Matt Stump.

Mr. Richardson invited the Board members to take a tour of their Public Safety Operations Center

(PSOC), which was located at Fashion Square Mall, to see how they managed their equipment and maintained their operations. The staff there would be more than happy to provide a behind-the-scenes look at their processes and show them the care and attention they gave to their equipment.

Mr. Richardson reported that Giselle Garbaccio from their Department of Social Services (DSS) had recently earned her Question, Persuade, and Refer (QPR) certification, a critical training that enabled individuals to recognize and respond to mental health crises. This training empowered trained individuals to intervene at a critical moment by asking direct questions, engaging the person in crisis, and connecting them with proper care. Ms. Garbaccio's certification was representative of the many trainings that their staff in the Department of Social Services undertook on a regular basis. These staff members regularly worked with vulnerable individuals who were facing housing instability, family crises, and other high-stress circumstances. Prioritizing mental health and crisis prevention training, their staff was able to provide the services their residents needed when they were in their greatest time of need.

Mr. Richardson stated that Housing Choice Voucher(HCV) program was a critical mechanism for providing rental assistance to low-income households, requiring specialized knowledge across multiple disciplines to implement locally. Housing Office staff had earned certifications in three key areas: executive management, program oversight, compliance, and strategic leadership, specialist certification, day-to-day program administration and participant services, and finally, quality standards inspector certification, which included ensuring rental units and HUD's housing quality standards were met before vouchers were issued.

Mr. Richardson said that together, these credentials ensured that the entire process was managed by professionally certified staff. The training directly benefited program participants by improving accuracy, consistency, and fairness of housing assistance, and it strengthened their compliance posture with HUD requirements, which was quite complex. He expressed his appreciation for the staff's hard work every day. They were on the front line, and they saw community members who were in their greatest time of need. This was just a small glimpse into the work that their team did with the learning and continuing education money that was provided through their budget, and their department heads did a great job of trying to keep certifications in compliance. He said that this presentation was just touching on some of the remarkable achievements of their staff.

Agenda Item No. 15. Public Comment on Matters Previously Considered or Currently Pending Before the Board (Other than Scheduled Public Hearings).

Mr. Claude Convisser, White Hall District, said that his remarks were based on his experience as a homeless man here for the past two years, and as a lawyer bringing a $500 billion lawsuit against opponents of his vegetable oil fuel company, which included the petroleum and natural gas industry, the organized crime biodiesel mafia, and big tech companies that created the new demand for fossil fuel consumption. He strongly advised against providing taxpayer money for either a low-barrier shelter for the homeless or Vista 29. He said that while the goal of supportive housing was laudable, Vista 29 would likely serve as a venue for the interests he mentioned to advance crime and corruption.

Mr. Convisser said that Anthony Arciniega, a man claiming to be homeless, asked him on behalf of the petroleum mafia to drop his lawsuit in order to return to West Africa, where he had worked for years, and secure mineral riches for Mali's north. If he did not, the consequences were insinuated in his fake last name. He said that any house reliant on fossil fuel consumption would ultimately burn itself down. He said that he had autographed the photo of him, and included his Virginia driver's license, which included the Haven as his residence; however, the Haven was a day residence and no one person resided there.

Mr. Convisser stated that they may recall that John Frazee of S&P Global Intelligence physically prevented him from speaking at the IMPACT (Interfaith Movement Promoting Action by Congregations Together) Nehemiah Action on March 24. When he was finally given the microphone two weeks later, he spoke peacefully against a low-barrier shelter, IMPACT's treasurer led a walkout of everyone else, and another individual shut off the lights. Reverend Alex Joyner, IMPACT's co-president, who hosted PACEM (People and Congregations Engaged in Ministry), then sent him a notice barring him from all future IMPACT meetings. While he was a guest at a PACEM shelter, which churches in this area provided generously, PACEM's deputy director, Hailee Shelton, asked him to have a personal relationship with her, as did the Haven's operations director, Ocean Aiello.

Mr. Convisser stated that they sought to monitor and influence him on behalf of the fossil fuel funders and masters directing them. When he declined, the retaliation began. Haley Shelton assigned him cots next to large men with sleep apnea, which prevented him from sleeping. As a result, he quit apnea and slept outdoors during the winter. The Haven barred him instead of the fossil fuel opponents of his biofuel company, who were convicted of assaulting and battering him on the premises. He asked why IMPACT's leadership did not allow public discussion.

Ms. Stuart Overbey, Samuel Miller District, said that she was with the grassroots group Don't Spread on Me, working to change the policy and practice of dumping sewage sludge on farmland. She said that she was here to provide an update. She said that she wanted to ensure that the Board was aware that the DEQ was finally moving forward with their sludge spreading permit, known as VPA 01587. If renewed as-is, it would allow Synagro to spread sewage sludge on approximately 6,000 acres across eight different properties in the County. She said that most of that sludge will originate from large urban wastewater treatment plants in northern Virginia, Washington, D.C., and Maryland.

Ms. Overbey said that the first step was for the DEQ to hold an informational public meeting. As of two days ago, that meeting was scheduled for Monday, June 1, at 6:00 p.m. at PVCC in the Bolick Center, Event Space B. She said that Don't Spread on Me had been working with a coalition of local conservation groups to raise awareness and encourage County residents to attend this meeting. They would be present, providing informational materials, and she urged the Supervisors to attend as well, so they could ask questions and learn more about this issue. It was crucial that they attend, and it was equally important to their constituents who cared about this issue, as well as those who may not be aware of the dangers inherent in this practice.

_____

Ms. Rebecca Brown, Rio District, said that she was a chapter leader with Virginia Organizing, and she was disabled due to a genetic condition. She said that she had been removed from the housing wait list while she was in the hospital after a kidney transplant. She said that she had stayed in a relationship for four and a half years longer than she should have because she needed her partner's group insurance for surgery to eat solid food due to Virginia policy, which left her with no other option. She said that this policy had since changed.

Ms. Brown said that she had experienced numerous health crises that she could not predict. Since the last time she spoke to the Board, she had dealt with a vascular bleeding episode. When her housing was stable, she could engage in productive activities. However, when it was not, she was unable to plan, work, or contribute. Stability was not a luxury; it was a necessity for people like her. For her, it was a precondition for everything else. She wanted to express her gratitude for the AHIF expansion and some of the administrative changes.

Ms. Brown stated that these changes had been made possible because the Board had chosen to prioritize the most vulnerable people in this County, and she was truly thankful. She had emailed the Board a policy brief today, which was a living document and a starting point. She deferred to their expertise for the rest. Albemarle currently had 40 mainstream voucher slots for people with disabilities that could not be activated due to a federal budget authority constraint. This was a federal issue, but 206 people on the waitlist qualified and had nowhere to go. This did not include those who were unable to join the closed waitlist.

Ms. Brown said that a locally funded bridge program could house 50 disabled residents for $13,308 each per year. One person in a Medicaid nursing home cost the state more than $60,000 per year. She said that they trusted the Board to figure out how to fund this; they only asked that they do.

_____

Mr. Robert Brown, Rio District, said that he was a chapter leader with Virginia Organizing, as well as a disabled person. He said that he wanted to speak on why they should fund housing programs for people with disabilities. He said that approximately one in five Americans had a disability, making it a sizable demographic. He said that people with disabilities faced a higher risk of homelessness and poverty. He said that investing in housing programs for people with disabilities could prevent crisis situations and save money in the long run.

Mr. Brown said that when individuals with disabilities had stable housing, they were able to spend their money locally, contributing to their community in meaningful ways. He said that they could provide valuable contributions to their community without the barriers that often prevent them from doing so. He said that as a County, they were home to University of Virginia (UVA) Healthcare, consistently ranked among the best in Virginia and nationally. He said that providing affordable housing options for people who relied on UVA services would have a ripple of positive impacts on their community. He said that people with disabilities often required related support services, which could be consumed locally, rather than being consumed by the healthcare system.

Mr. Brown said that the rate of poverty for people with disabilities was more than double that of the non-disabled population. He said that some disabled individuals relied on supplemental Social Security benefits of approximately $12,000 per year. He said that this meant that every community in Virginia, and indeed the country, was unaffordable for those individuals. He said that many people with disabilities lived with caregivers who were now elderly. He said that as these caregivers aged, it increased the risk of institutionalization or homelessness for the individuals with disabilities.

Mr. Brown said that inadequate and insecure housing could lead to increased stress and trauma, resulting in negative outcomes and increased costs for emergency services and healthcare. He said that without stable housing, navigating the process to apply for assistance can be daunting. When people with disabilities had stable, safe, and healthy housing, they were no longer consumed by the problems related to inadequate housing. Instead, they can invest their time and energy into improving themselves with adaptive strategies, education, and increasing their options for gainful employment. The total discretionary spending by people with disabilities was a significant $21 billion per year, far exceeding other disadvantaged demographics.

_____

Ms. Sophie Massie, Samuel Miller District, stated that she would like to reiterate Ms. Overbey's comments on Don't Spread on Me and the DEQ permit. She said that she hoped to see the Board on June 1 for that meeting. She also said that she wanted to express her gratitude more broadly for the Board's engagement on this issue of biosolids and your willingness to engage on a biosolids ordinance.

They would greatly appreciate a resolution of intent to adopt an ordinance. Biosolids disproportionately affected people in southern Albemarle, with most of the acreage concentrated in Scottsville, including the protected drinking water supply of the Totier Creek watershed.

Ms. Massie said that when she first learned about biosolids a few years ago, she became worried about her friends in Scottsville, and she ordered per-and polyfluoroalkyl substances (PFAS) home test kits for them as a Christmas gift. She also kept one for herself, assuming her water would be safe; however, it was the opposite. She apologized to the Rivanna Water and Sewer Authority (RWSA) for doubting their capabilities; she assured anyone using the municipal water system in this County that they were well-protected.

Ms. Massie said that they had excellent municipal water, but rural wells were vulnerable to PFAS contamination from industrial waste, sewage sludge, livestock factories, and pesticides. They were particularly vulnerable, especially in this current era of federal deregulation and rollbacks of chemical pollution protections. They needed to come together, and localities needed to fill in the gaps to protect rural people. She wants to thank the Board again for their engagement on this issue, which meant a lot to rural families like hers.

_____

Ms. Sadhbh O'Flynn, Community Climate Collaborative (C3), said that C3 was currently leading a utility decarbonization study that follows on from a preliminary study conducted by Charlottesville Gas in 2024. She said that they secured grant funding to work with the Southern Environmental Law Center (SELC) and UVA's Center for Community Partnerships. She said that they also contracted with an environmental consultancy firm, Dunsky, based in Canada, to investigate financial, legal, and structural pathways toward decarbonization for the utility, with a focus on equity to protect Charlottesville Gas ratepayers, including many Albemarle residents and businesses from the impacts of other Charlottesville Gas customers moving toward electrification, regardless of local intervention.

Ms. O'Flynn said that they are about a third of the way through the study. She said that UVA's Center for Community Partnerships was currently leading public engagement opportunities, including focus groups and workshops with community members who were currently customers of Charlottesville Gas. She said that participants were being compensated for their time with gift cards, and their input would directly inform the recommended pathways identified in the study. She said that the project lead from Dunsky would be visiting Charlottesville between July 6 and July 8 to engage with local leadership, staff, and the public, and to answer technical questions that benefit from his expertise.

Ms. O'Flynn said that they would be reaching out soon to Supervisors and staff to join Dunsky for a status update while he was in town. She said that she was also here on behalf of the Green Teen Alliance (GTA), a C3-supported initiative. She said that the GTA was a student-led group that united the various high school environmental clubs in Charlottesville and Albemarle. She said that the GTA was currently circulating a petition through the community to improve recycling and composting systems in the local schools, both public and private. She said that the petition would be presented to both municipalities' School Boards this and next week.

Ms. O'Flynn said that the petition highlighted the need for a consistent and sustainable approach to waste management and requested that the schools remove the burden from students, upscale the custodial staff, and compensate them appropriately. She said that the petition had hundreds of signatures, but the students were seeking additional support from the School Boards, and peer decisionmakers, including the Board of Supervisors. She said that given the short timeline for formal endorsement, the GTA was asking for support from individual Board members before presenting to the School Board next week. She asked the Supervisors to please lend their support to this issue.

____

Agenda Item No. 16. **Public Hearing: Utility Easement across County-Owned Property along Townwood Drive.** To consider conveyance of a utility easement to the Albemarle County Service Authority along Townwood Drive right-of-way dedicated to public use.

The Executive Summary forwarded to the Board states that The Albemarle County Service Authority (ACSA) is in the process of a program to replace PVC water mains that have been in service since the early 1980s and have experienced several breaks, causing water service disruptions.

Currently, ACSA is working on several water main projects around the County. An upcoming project will replace these aging PVC water mains with new ductile iron water mains along Townwood Drive. The new water mains will also provide a direct cross-connect between the Rivanna Water and Sewer Authority (RWSA) main in Hydraulic Road and the ACSA main in Webland Drive.

Townwood Drive (formerly Greenbrier Drive) was platted and dedicated to public use on a subdivision plat and right-of-way dedication dated May 14, 1981, and has not been accepted into the State Secondary Highway System. Since Townwood Drive has not been accepted into the State Secondary Highway System, the County must authorize the conveyance of any utility easements on the road. On April 15, the Board approved the scheduling of this public hearing.

In order for ACSA to perform infrastructure upgrades along Townwood Drive, a utility easement (Attachment A) is needed by ACSA to install, operate, and maintain the water main under the road. Attachment B displays the areas of permanent utility easement along Townwood Drive.

Approval of this easement would have no additional impact on the County budget.

Staff recommends that the Board adopt the Resolution (Attachment C) approving the utility easement for ACSA and authorizing the County Executive to sign the easement documents.

_____

Mr. Cai Mowry, Deputy Chief of Operations in Facilities and Environmental Services, said that he was joined by Keane Rucker, Senior Civil Engineer with the Albemarle County Service Authority. He said that they would be discussing an easement along Townwood Drive, which was part of the ACSA's systematic upgrade of older PVC water piping in the area. He said that some of this piping had been in service for a long time and had experienced several breaks, including one on Townwood Drive in February. He said that this upgrade was crucial for the ACSA to address these issues.

Mr. Mowry stated that the property location was at the intersection of Hydraulic and Rio Road. He noted that Townwood Drive was originally intended to be an extension of Greenbrier Drive, but it was never formally accepted into the state's secondary highway system. As a result, it remained a private road, and Albemarle County became the property owner of the land underneath the road. According to Virginia Code, the County was required to authorize any utility easement along the roadway.

Mr. Mowry explained that ACSA had requested a 20-foot permanent easement along Townwood Drive to replace aging PVC lines with ductile iron, which would provide a longer-lasting solution. The new water mains would cross-connect with the existing mains, providing a backup in case of an issue. He said that staff recommended adopting the resolution to approve the easement and authorizing the County Executive to sign the necessary documents.

Mr. Gallaway said that the only question was about the extent of the disruption this would cause or the work that would be done. He said that he was seeking clarification on whether the entire road would be affected.

Mr. Keane Rucker, Senior Civil Engineer with the Albemarle County Service Authority, stated that he served as the project manager for the Townwood water main interconnect and replacement project. He explained that ACSA would be repaving the entire section of asphalt in Townwood Drive and throughout the extent of the project area. He said that they had been working closely with the Townwood Homeowners Association, and a positive outcome of their discussions was that the community would be benefiting from the project by having their private driveways replaced, in addition to the public roadway. He said that this was a significant positive development for the project. He said that ultimately, the result would be a fresh, new roadway on Townwood Drive.

Mr. Gallaway thanked Mr. Rucker for the answer. He said he was glad to hear there was some beneficial coordination between ACSA and the community on this project.

Mr. Gallaway opened the public hearing. Seeing no speakers, he closed the public hearing and said the matter rested with the Board.

Mr. Gallaway **moved** that the Board of Supervisors adopt the Resolution (Attachment C) approving the utility easement for ACSA and authorizing the County Executive to sign the easement documents. Ms. Mallek **seconded** the motion.

Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Duncan, Mr. Gallaway, Ms. LaPisto-Kirtley, Ms. Mallek, Mr. Missel, and Mr. Pruitt.
NAYS: none.

_____

RESOLUTION APPROVING THE CONVEYANCE OF A UTILITY EASEMENT TO THE ALBEMARLE COUNTY SERVICE AUTHORITY ON TOWNWOOD DRIVE

WHEREAS, Townwood Drive (formerly Greenbrier Drive) was platted and dedicated to public use on a subdivision plat and right-of-way dedication dated May 14, 1981, and has not been accepted into the State Secondary Highway System; and

WHEREAS, since Townwood Drive has not been accepted into the State Secondary Highway System, the County must authorize the conveyance of any utility easements on the road; and

WHEREAS, the Albemarle County Service Authority (ACSA) has requested a utility easement on Townwood Drive to perform infrastructure upgrades; and

WHEREAS, the utility easement is necessary for ACSA to install, operate, and maintain the water main under Townwood Drive;

NOW, THEREFORE, BE IT RESOLVED that the Albemarle County Board of Supervisors hereby approves the conveyance of the utility easement to the ACSA on Townwood Drive and authorizes the County Executive to sign any documents needed to effect this conveyance as proposed, once those documents have been approved as to form and substance by the County Attorney.

PREPARED BY: *Albemarle County Service Authority*
168 Spotnap Road
Charlottesville, VA 22911

This Deed is exempt from recordation taxes and fees pursuant to §§58.1-811 (A) (3) and 17.1-266, respectively, of the Code of Virginia (1950) as amended and the Constitution of Virginia, Article X, Section 6 (a) (1).

This **DEED OF EASEMENT**, made as of this 21st day of May, 2026 by and between **THE COUNTY OF ALBEMARLE**, a political subdivision of the Commonwealth of Virginia (the "County"), Grantor, and the **ALBEMARLE COUNTY SERVICE AUTHORITY** (the "**ACSA**"), whose address is 168 Spotnap Road, Charlottesville, Virginia 22911, Grantee.

WITNESSETH:

WHEREAS County is the owner of the Townwood Drive Right-Of-Way located in Albemarle County, Virginia;

WHEREAS, the ACSA has requested and the County has agreed to grant to the ACSA a permanent utility easement to construct, install, operate, maintain, repair, replace, relocate, and extend water lines and any appurtenances thereto. The location of the easement is more particularly described as follows:

> That certain real property shown and designated as "20' Permanent Utility Easement 22,067 Sq. Ft." as shown on the plat prepared by Dewberry Engineers, Inc. and entitled "PLAT SHOWING WATERLINE EASEMENT ALONG TOWNWOOD DRIVE, Rio District, Albemarle County, Virginia", dated October 18, 2025 (the "Plat"), and attached hereto and recorded herewith.

NOW, THEREFORE, for and in consideration of the sum of ONE DOLLAR ($1.00) and other good and valuable consideration, receipt of all of which is hereby acknowledged, the County does hereby GRANT and CONVEY with GENERAL WARRANTY and ENGLISH COVENANTS of TITLE unto the ACSA, its successors and assigns, perpetual utility easements to construct, install, operate, maintain, inspect, protect, repair, replace, relocate, remove, change the size of and extend water lines consisting of pipes, equipment, and appurtenances to such pipes and equipment, over, under and across the real property of the County located in

Albemarle County, Virginia as more particularly shown on the Plat, and to access any other adjacent easement held by the ACSA (the "Easement").

PROVIDED HOWEVER, that it is expressly understood and agreed that the ACSA shall not be deemed to have accepted the conveyances set forth hereinabove until such time as the same shall have been evidenced by the affirmative acceptance thereof in accordance with the usual and customary practices of the ACSA.

Reference is made to the Plat for the exact location and dimension of the Easement hereby granted and the property over which the same crosses.

As part of the Easement, the ACSA shall have the right to enter upon the above-described property within the Easement for the purpose of installing, constructing, operating, maintaining, inspecting, protecting, repairing, replacing, relocating, removing, changing the size of and extending the water lines, and appurtenances thereto, within such Easement, and the right of ingress and egress thereto as reasonably necessary to construct, install, operate, maintain, inspect, protect, repair, replace, relocate, remove, change the size of and extend such water lines within the Easement. If the ACSA decides in its sole discretion that it is unable reasonably to exercise the right of ingress and egress over the right-of-way, the ACSA shall have the right of ingress and egress over the property of the County.

Whenever it is necessary to excavate earth within the Easement, the ACSA agrees to backfill such excavation in a proper and workmanlike manner so as to restore surface conditions as nearly as practicable to the same condition as prior to excavation, including restoration of such paved surfaces as may be damaged or disturbed as part of such excavation; provided, however, that the ACSA shall have no obligation to restore permeable pavers, stamped concrete, or similar surfaces within the Easement.

The County, its successors or assigns, agrees that no trees, shrubbery, fences, structures, buildings, over-hangs or other improvements or obstructions shall be placed within the Easement conveyed herein.

The Easement provided for herein shall include the right of the ACSA to trim, cut, and remove any trees, shrubbery, fences, structures, buildings, over-hangs or other improvements or obstructions and take other similar action reasonably necessary to provide economical and safe water line construction, installation, operation, maintenance, inspection, protection, repair, replacement, relocation, removal, and extension. The ACSA shall have no responsibility to the County, its successors or assigns, to replace or reimburse the cost of said trees, shrubbery, fences, structures, buildings, over-hangs or other improvements or obstructions that are removed or otherwise damaged.

The facilities constructed by ACSA within the Easement shall be the property of the ACSA and its successors and assigns, which shall have the right to inspect, rebuild, remove, repair, relocate improve and make such changes, alterations and connections to or extensions of its facilities within the boundaries of the Easement as are consistent with the purposes expressed herein.

[SIGNATURE PAGE FOLLOWS]

WITNESS the following signature and seal:

COUNTY OF ALBEMARLE, VIRGINIA
a political subdivision of the
Commonwealth of Virginia

_________________________(SEAL)
Jeffrey B. Richardson
County Executive

STATE OF VIRGINIA
~~COUNTY~~/CITY OF Charlottesville, to wit:

The foregoing instrument was acknowledged before me this 21st day of May,
2026, by Jeffrey B. Richardson, County Executive for the County of Albemarle, Virginia.

Cheryl L. Skeen
Notary Public

My Commission Expires: Oct. 31, 2027
Registrations number: 7153762

CHERYL L. SKEEN
NOTARY PUBLIC
REG # 7153762
MY COMMISSION EXPIRES
10/31/27
COMMONWEALTH OF VIRGINIA

Approved as to form:

____
County Attorney

4

Agenda Item No. 17. **Public Hearing: <u>VDOT/Albemarle County FY 27-32 Secondary Six-Year Plan Public Hearing.</u>** To receive public comment on the proposed Secondary Six-Year Plan for Fiscal Years 2027 through 2032 in Albemarle County, and on the Secondary System Construction Budget for Fiscal Year 2027.

The Executive Summary forwarded to the Board states that the purpose of this public hearing is to adopt the County's Secondary Six-Year Plan (SSYP). The attached updated report provides details on each project to be considered (Attachment A).

Also attached are the proposed Virginia Department of Transportation (VDOT) SSYP for Fiscal Years (FY) 27-32 (Attachment A.1), the Unpaved Road Policies and Review Process (Attachment A.2), the proposed FY 27 "Albemarle County Priority List for Secondary Road Improvements, Unpaved Roads" (Attachment A.3), and the newly proposed Unpaved Road Improvement Program (URIP) (Attachment A.4). A map showing the unpaved roads in Albemarle County has been included as Attachment A.5.

The SSYP allocates funding for construction, maintenance, and improvement of roads in the state secondary system (roads with a route number of 600 or higher). The funds allocated to Albemarle County through the SSYP include state and federal funds for a variety of road improvements. The SSYP for Albemarle County is updated and approved annually and identifies the specific funding source, use, and levels allocated for the immediate fiscal year. The SSYP also identifies projected funding allocations for the next five fiscal years.

The Board reviewed the proposed SSYP, priorities, and recommendations at its April 1, 2026 meeting. Following Board direction, proposed changes were made to the draft URIP (Attachment A.4).

Following Board discussion of the proposed FY 27 SSYP and the proposed URIP, three additional projects have been added to the SSYP as URIP projects: Batesville Road, Burch's Creek Road, and Hammocks Gap Road. Improvements to the roads will not include paving or any widening for future paving. These roads are prioritized because they have the highest number of average daily traffic volumes and have been requested for Rural Rustic (RR) funding currently or in the past but did not qualify.

RR and URIP projects will be presented to the BOS concurrently for future SSYPs and will be prioritized according to their traffic counts.

The SSYP outlines the expenditure of the State/VDOT secondary road construction funds allocated to the County. The SSYP does not require the expenditure of County funds unless the Board directs appropriation of additional funding to a project.

After the public hearing, staff recommends that the Board:
1. Adopt the attached resolution (Attachment B) approving the FY 27-32 Secondary Six-Year Plan (Attachment A.1) and authorizing the County Executive to sign it on behalf of the County;
2. Approve the Unpaved Road Improvement Program outlining the process for the administration of this program (Attachment A.4).

_____

Mr. Alberic Karina-Plun, Transportation Planner, stated that tonight's presentation covered two items: the Unpaved Road Improvement Program (URIP) updates and the Secondary Six-Year Plan (SSYP) adoption. He said that for background, the SSYP was a Virginia Department of Transportation (VDOT) document that outlined funding for roads in the secondary system, including estimates for the next five fiscal years. He said that telefee funding came from utility companies paying a fee to Virginia Department of Transportation (VDOT) for utility lines in the right-of-way. These funds were being used to support the Berkmar Drive extension by Airport Road. District grant funds were used for both Rural Rustic and other paving projects, and this plan was updated and adopted by the Board annually each spring.

Mr. Karina-Plun said that staff had presented the draft URIP document at the April 1 work session. He said that as a reminder, URIP focused on improving unpaved roads, rather than paving them. He said that staff had recommended Burchs Creek Road, Batesville Road, and Hammocks Gap Road for this year's URIP. He said that although there was no funding available for FY27, staff would work with VDOT to add these roads for FY28. He said that following Board and VDOT feedback, staff was ready to implement the URIP starting next fiscal year.

Mr. Karina-Plun stated that the recommended roads, including Old Sand Road, Gilbert Station Road, Giannini Lane, Murray Lane, Blacks Lane, and Broken Sun Road, had received support from at least two-thirds of the residents and had been confirmed by VDOT as eligible for rural rustic paving. He asked if there were any Board comments on the draft SSYP or the URIP program.

Ms. Duncan asked how members of the public could go about changing the criteria for how roads would be paved, such as adding hiking, running, walking, and traffic counts.

Mr. Karina-Plun said that they currently used traffic counts to prioritize projects. He said that the roads with the highest traffic counts were the highest priority. He said that they had not yet determined how to incorporate hiking, biking, and walking into their project prioritization process. He said that this could be something that staff considered for future implementation in subsequent SSYPs.

Ms. Duncan said that there were a couple of roads on the upcoming list of roads that had high counts for recreational use. She said that she was curious how they could get that user count into the criteria when deciding to pave some roads.

Mr. Karina-Plun said that he understood. He said that some roads had rejected paving in the past because residents highly valued running, biking, and walking along the gravel roads.

Mr. Kevin McDermott, Deputy Director of Planning, said that a criteria like that was separate from VDOT's regulations, so it would be a Board decision if they were to implement it. He said that they did not currently have a method for counting recreational users on those roads, so they would need to explore the feasibility of achieving this. He said that staff was willing to investigate this further, and if they wanted to add that criteria, staff would determine how and present that for next year's SSYP process.

Ms. Mallek said she would like to elaborate on the same issue because Ms. Duncan and she had discussed it when the draft was provided months ago, and she was extremely disappointed that there had been no progress on both the URIP and Rural Rustic proposals to consider this. She said that both of them had made multiple trips over the last 15 years to Ridge Road and other locations, and it was clear where these uses were taking place.

Ms. Mallek said that Dick Woods Road had been added to the "Do Not Pave" list 15 years ago because people selling properties had been misleading new buyers by saying the dusty road would be paved next year, a major deception. She said that to stop this, an official list had been created stating that these areas would not be paved, and the longtime residents, as well as new residents, had been upset about one person's desire to change the road.

Ms. Mallek said she was surprised that the Russet Perry bill did not allocate funds for the URIP program, which would be County-funded. She said she was surprised to hear that there was no current funding for this when they had a lump sum allocated for the gravel road program that they could divert some of that existing funding to, instead of paving a road that only had 45 cars on it.

Mr. Karina-Plun clarified that they spoke with VDOT about the URIP program approximately two weeks ago. He said that VDOT had stated they planned to implement this in the same way they did the Rural Rustic Program, so it would come from the same pot of money. He said that the County would bear no cost for this program; it was all state funds allocated to unpaved roads. He said that the only difference between URIP and Rural Rustic was that only the latter would involve paving the roads.

Ms. Mallek asked if this directive came from the Secretary's Office. She said that the programs had completely different goals, so she would like to know what was happening in terms of the implementation of the gravel road money.

Mr. Karina-Plun said that the reason for the lack of funds in FY27 was that the money had already been allocated for the six Rural Rustic projects that he had previously presented. He said that if they began programming for next year and beyond, they could start to prioritize both Rural Rustic and URIP projects. He said that however, this year, there was not enough money left over to undertake a URIP project.

Ms. Mallek said that this information was not presented when the draft and early introduction of this year's allocation were discussed. She said that this was the first time they had seen some of these roads on a list, so she would like to know who decided these would be the roads paved this year, as opposed to having it as part of this process.

Mr. Karina-Plun explained that residents had emailed him or called him to inquire about paving these roads. He said that he responded by sending them a list of the property owners that would need to agree, the Rural Rustic toolkit, and the process for how it works. He said that after receiving two-thirds votes of approval for all these roads, VDOT then visited the roads to determine their eligibility for paving under the Rural Rustic Program and added them to this list.

Ms. Mallek said that in the past, those roads had come back to the board for reconsideration before being finalized. She said that this decision effectively removed the Board's control over secondary road funds, as the project had been approved without their input. She said that the fact that it had bypassed the Board and gone directly to VDOT, without their knowledge, was concerning. She said that she understood the process, but that was supposed to be completed by November so they could move smoothly through the spring process. She said that she had expected these identifiers to be given out, but the last they had heard was about White Mountain and some others, not any of these new roads.

Mr. McDermott said that he wanted to clarify that the roads they had recommended for the Rural Rustic Program had been presented at the work session last month as the recommended options. He said that at that time, they had asked the Board for direction on whether those roads were the appropriate ones. He said that as a result, they had moved forward with those roads. He said that they had also requested that VDOT evaluate the roads they had recommended for the URIP; however, VDOT had not had sufficient time to complete this evaluation before this final set of roads was presented.

Mr. McDermott said that consequently, the three roads they had recommended for URIP had been dropped in priority below the six roads they had already brought to the Board. He said that therefore, they were currently in this order. He said that nevertheless, they would continue to pursue the unimproved roads. He said that if the Board wished to direct staff to prioritize retaining the unpaved roads and focusing on improving those, they were more than happy to take that direction and implement it accordingly.

Ms. Mallek stated that unless they had a vote to affirm these kinds of things, the same issue persisted year after year, where they brought up concerns and they were ultimately forgotten. She said that she felt frustrated about this because they seemed to be going in circles. She said that it was not clearly communicated that affirming these other roads would result in the elimination of funding for the new program they had been waiting for.

Ms. Mallek said that the runners, walkers, and bikers had indeed emphasized the benefits of utilizing the Strava GPS app for years, so it was clear that finding relevant data was not difficult. She said that one of the questions was about the telefee funds presented in the chart, which showed a significant amount of money available. She said that however, for the next five years, all that money was being redirected to Berkmar Extension, there was about $2 million that should be noted as being unavailable for other projects.

Mr. McDermott said that they were still allocating all the funding from the telefee program towards the Berkmar extension. He said that the reason for this was that the County must match the funds they took from the revenue sharing program, which was also approved for that project. He said that by moving money from the telefee program to the Berkmar Extension, they could reduce the amount of County funding that came out of their CIP. He said that this allowed them to save the County money by utilizing state funds.

Ms. Mallek said that she was trying to clarify that this money was actually allocated to something else, and she wanted to ensure the public was not confused by this. She said that she was concerned that Carrie Shepheard and the Transportation staff repeatedly mentioned maintenance on Wesley Chapel, Fox Mountain, and Bluffton, but none of these locations were included in the list. She said that she had mentioned these previously when they discussed the draft URIP, and they were still not addressed.

Ms. Mallek said that she would like to find out what happened to these unpaved roads, which she had come to think of as the "do not pave" list. She said that Blufton Mill had insufficient right-of-way, and Wesley Chapel stated that she had requested it, but she absolutely did not. She said that she had not requested paving for Fox Mountain Road, as she only requested maintenance due to the deep ruts that made it impassable. She said that the neighbors were adamant that these roads should not be paved. She said that she would follow up with staff to ensure these issues were correct.

Mr. Karina-Plun said that he would appreciate that.

Ms. LaPisto-Kirtley said that she had one question regarding Gilbert Station Road. She asked if it was 0.6 or 0.7 mile located in the area of 4073 Gilbert Station Road.

Mr. Karina-Plun confirmed that it was.

Mr. Missel said that he had learned a lot of acronyms through this process, and he had also learned that the paving issue was a top concern that he heard about from his constituents. He said that he had seen a few instances where actions from this program had caused impacts to adjacent properties. He asked if there were programs to assist property owners with improvements or corrections to their land that were inadvertently caused by adjacent improvements to these roads.

Mr. McDermott stated that if there was a problem with drainage, for example, they could send VDOT back out to address it. He said that it would be done through this program or the maintenance program. He asked that the Board let staff know and they would work with VDOT to address the problem.

Mr. Gallaway commented that while VDOT had created a new program, there was no additional funding for that program. Instead, they would be splitting funding between that and the existing program.

Ms. Mallek noted that the new program allowed localities to make the choice to not pave every gravel road. She said that it was shifting the outcome so they could make the funds more useful for gravel roads. She asked Mr. Karina-Plun if it was explicitly stated in his correspondence with neighbors during this process that the universal result of paving roads was higher traffic speed.

Mr. Karina-Plun said that he would need to refer back to the Rural Rustic Toolkit to confirm the exact language.

Ms. Mallek asked that staff take that consideration seriously, because it was important that residents knew that before signing in support of paving the road. She said that in addition to higher speeds, it made pedestrian use of the roads much more difficult.

Mr. Karina-Plun stated that if the Board wished to add pros and cons to the language provide to residents, staff could do so.

Mr. Gallaway said that if the Board needed to discuss something beyond the decision they were asked to take this evening, they could do that separately. He said that they should stay focused on this public hearing item first.

Ms. Duncan asked if there was a way for people to proactively request roads to be on the URIP list. She said that for example, the section of Dick Woods Road on the list was not the section used by runners.

Mr. Karina-Plun stated that currently, there was no proactive measure in place to prevent paving from occurring. He said that if they did not receive the required signatures from residents, then the project would not move forward. He said that the two-thirds threshold served as a critical point, as it triggered VDOT to review the road and assess whether it could be paved. He said that in other words, there was no way to preemptively block paving from happening.

Mr. McDermott stated that if a road did not meet the two-thirds majority to be considered for paving, they put it on the retained list of unpaved roads. He said that another way was for a Board member to request the road be added to the unpaved roads list. If the Board supported it, they could add the road to the list.

Ms. Mallek recalled that the Board unanimously supported the addition of Dick Woods Road to the do not pave list because it was an important gravel road for recreation purposes.

Ms. LaPisto-Kirtley asked what the timeline was for roads on the do not pave list to be reconsidered for paving.

Mr. Karina-Plun said that the timeline for reconsideration was six years.

Mr. Missel clarified that this public hearing was not about adding new roads to the SSYP; they were considering approval of the SSYP for FY27-FY32.

Mr. Karina-Plun confirmed that was correct.

Mr. Pruitt said that Mountain Vista was a road that did not meet the qualifying criteria for throughput. He said that in addition to the six-year timeframe for paving reconsideration, he would like to know if VDOT would update the other qualifying data.

Mr. McDermott said that VDOT was required to count all public roads every seven years, so that was typically when they conducted the count. He said that they could request a new count, and VDOT would evaluate the situation. He said if there was a change in the use of that road during that time period, they could request VDOT to recount, and VDOT would certainly do so for them.

Mr. Pruitt noted that when the build-out on Byrd Street in Scottsville was completed, he would like for that to be revisited.

Mr. McDermott replied that he would be happy to talk with VDOT about that.

Mr. Gallaway opened the public hearing and invited members of the public to speak.

_____

Mr. Ronald Hahn, Samuel Miller District, said that he lived on White Mountain Road, which was familiar to Ms. Mallek and Mr. McDermott. He said that he had bought his home in 1975 and was told at the time his road was on the six-year plan. He said that 51 years had passed since then and the road was still dirt. He said that this was his 29th Board meeting he had attended for the SSYP, and for some reason it was always taken off the list. He said that in 2019, he was put on the SSYP again.

Mr. Hahn said that Mr. McDermott had assured him it would get done this time, but that should have been done in 2025, and still nothing. He said that this road was the worst road in Albemarle County, and he encouraged the Supervisors to visit if they did not believe him. He said that his road was a mile and a half where every hill was a curve and no one could go fast on it, regardless of whether it was paved. He said that he had brought letters from the Fire Chief in Afton that attested they could not get a fire truck up the driveways on that road, so the houses may burn to the ground because of that lack of access. He said that he had also brought a letter from a construction engineer that stated it was one of the worst roads he had seen in his entire life.

Mr. Hahn said that there had been a number of accidents on the road, and a car turned over on its side not long ago when the driver attempted to pull over to let another vehicle pass by. He said that after 51 years, it was time to do something. He said that before he died, he would like to see the road improved. He said that he hoped his daughter would not have to wait another 51 years for this road to be paved. He reiterated that this was one of the worst roads in the County and being on the SSYP this many times without getting it done was amazing. He said that after it was removed from the list yet again in 2025, he felt compelled to speak before the Board on this issue. He said that he would likely be back again next year if it was not done by then.

Mr. Gallaway asked if there were any additional questions from Board members.

Ms. LaPisto-Kirtley asked if the road mentioned by Mr. Hahn required paving or more structural improvements.

Mr. Karina-Plun said that he was unsure of the specific improvements that White Mountain Road needed.

Mr. Gallaway closed the public hearing.

_____

Ms. LaPisto-Kirtley **moved** that the Board of Supervisors adopt the attached Resolution (Attachment B) Ms. Mallek **seconded** the motion.

Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Duncan, Mr. Gallaway, Ms. LaPisto-Kirtley, Ms. Mallek, Mr. Missel, and Mr. Pruitt.
NAYS: none.

Ms. LaPisto-Kirtley **moved** to approve the unpaved road improvement program outlined in the process for the administration of the program outlined in Attachment A.4.

In further discussion, Ms. Mallek asked if the unpaved road improvement program was something that could be amended as things evolved.

Mr. Karina-Plun confirmed that was correct.

Ms. Mallek asked for confirmation that staff would bring it back to the Board for change as they learned more from VDOT, noting that state programs can take some time to refine.

Mr. Karina-Plun confirmed that was correct.

Roll was called and the motion carried by the following recorded vote:

AYES: Ms. Duncan, Mr. Gallaway, Ms. LaPisto-Kirtley, Ms. Mallek, Mr. Missel, and Mr. Pruitt.
NAYS: none.

_____

Ms. Mallek said that in relation to Attachment 17A, she would like to suggest and request that the retained roads be listed as potential candidates for the URIP. She said that after 25 years of doing the same thing, that had not improved anything. She said that Wesley Chapel, the stretch from Chapel Spring to Free Union Road, which spanned approximately five miles, was particularly treacherous. She said that the three-foot-deep ditches posed a significant risk, similar to the concerns raised by Mr. Hahn regarding cars falling into the ditches when attempting to navigate a school bus going by. She said that this had been a concern of hers since Senator Perry introduced the bill for gravel road structural improvement.

Ms. Mallek said that Fox Mountain Road also presented a challenge due to its steep slopes, despite regular grading efforts. She said that Blufton Road, which had been attempted to be improved 10-15 years ago, was a disaster and resulted in a $500,000 waste. She said that she was requesting that these three roads be added to the list for consideration for the URIP as soon as funding became available. She said that she would also be sending an email with corrections that needed to be made to ensure that her requests were presented in a clear and accurate manner.

Mr. Karina-Plun thanked Ms. Mallek for her feedback.

Ms. Mallek asked if those three roads could be listed for consideration in the URIP program.

Mr. Karina-Plun clarified that they were already eligible for the URIP program because they were on the do not pave list and part of the secondary system.

Ms. Mallek asked why the other three roads that were not on the do not pave list were in the program for next year.

Mr. Karina-Plun said that the other three roads were prioritized due to having the highest traffic counts.

Ms. Mallek asked if they could provide a box with the traffic counts for these retained roads, which were major cut-throughs.

Mr. Gallaway said that he did not quite understand the new program. He said that it sounded like based on the type of road, it could be put on the list.

Mr. Karina-Plun said that yes, it could be added to the list. He said that if a road was requested for paving and VDOT found that it could not be paved, it could be added to the URIP list. He said that roads in need of general repair could also be added to the URIP list. He said that they were looking for feedback from VDOT as well to confirm the roads in bad condition.

Mr. Gallaway said that if this was a new item that they had not discussed before, the Board needed to be brought up to speed on the program, its process, and how it would interface with the Board. He said that to him, it was unclear. He said that he did not like making motions or taking votes on items when he was not well-informed.

Mr. Gallaway said that he was seeking clarification from staff: was it reasonable to request a future informational item to ensure that they were all on the same page regarding this program? He said that just as they understood the processes for other programs, they should have a clear understanding of how roads were added to the list, prioritized, and how Board feedback and input would be received, allowing them to influence the process as they moved forward.

Mr. McDermott confirmed they could certainly do that. He said that staff would work with the Clerk to schedule a time to return to the Board and lay out the entire program to ensure everyone understood how it worked.

Ms. Mallek said that she had a second issue that she would like to discuss, which was how they would convey the potential for speeding or higher speeds of vehicles when gravel roads were paved to those who would be asked to sign a petition in favor. She said that she had received feedback from several individuals who had expressed concerns, and they stated that if they had been informed of the potential speeds, they would not have signed the petition. She said that as a result, they felt somewhat trapped. She said that she was seeking clarification on the information provided at the outset to ensure that people were aware of the possibility of speeding. She said that she was not aware of the process required to make progress on that issue.

Mr. McDermott said that last year, staff had provided the Board with the materials they sent out for this program, and they could make sure all of that had been shared. He said that they could also include it when they returned to the Board to discuss URIP. He said that they sent a letter to property owners for the requested roads, but he was unsure of the precise information included in that letter.

Ms. Mallek said that the Board had received a draft when Mr. Karina-Plun was redoing this process, and she commended him on the improvements made. She said that missing items had been noted by constituents and Planning Commission members, and she wanted to ensure those were incorporated.

Mr. Gallaway asked if staff had any additional information on White Mountain Road. He asked if historical information on this issue could be sent to the Board so that when they reviewed URIP again, they could discuss any remaining comments or questions on that topic, as it related to this program.

Mr. McDermott said that many rural roads were not traversed by staff very often. He confirmed that Mr. Hahn was correct; they had discussed this many times and the road had been on the list for a very long time. It was a very narrow, difficult road to be paved, which VDOT had reiterated over the years. He said that they could talk more about this when they revisited the program, but the way they administered the program and the required two-thirds of property owners' support prior to moving forward, White Mountain Road was removed from the list due to a lack of support from residents.

Mr. Gallaway asked if VDOT did not recommend it for paving because of the lack of signatures.

Mr. McDermott replied no; that was a separate issue.

Ms. Mallek said that this was a perfect example of how the new program process had been a success, as many residents from White Mountain had attended Board meetings over the past 18 years, sharing their concerns. She said that some were adamant that the area should not be paved, citing the potential increase in traffic through the region between two major roadways, and their fear of becoming a high-speed cut-through road. She said that on the other hand, others strongly advocated for paving the area for various reasons. She said that it was precisely why the signatures were so important.

District: Culpeper
County: Albemarle County
Board Approval Date: May 20, 2026

SECONDARY SYSTEM CONSTRUCTION PROGRAM (in dollars)

2026-27 through 2031-32

Route PPMS ID Accomplishment Type of Funds Type of Project Priority #	Road Name Project # Description FROM TO Length	Estimated Cost		Previous Funding SSYP Funding Other Funding Total	Additional Funding Required	PROJECTED FISCAL YEAR ALLOCATIONS 2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	Balance to complete	Traffic Count Scope of Work FHWA # Comments
Rt.0707 113777 S/F HIRED EQUIP. S NO PLAN, SECONDARY 0001.00	BLAIR PARK ROAD 0707-002-P43, N-501 RTE. 707 - RURAL RUSTIC RD (SURFACE TREAT NONHARDSURFACE RD) ROUTE 691 END STATE MAINTENANCE 0.35	PE RW CON Total	$5,504 $0 $185,229 $190,733	$190,733	$0	$0	$0	$0	$0	$0	$0	$0	70 VPD 11/29/2018 DISTRICT GRANT UNPAVED >50 VPD RURAL RUSTIC PROJECT RESOLUTION DATED 06/18/2025
Rt.0856 125470 S/F HIRED EQUIP. S NO PLAN, SECONDARY 0002.00	BURTON LANE 0856-002-045, N-501 RTE. 856 - RURAL RUSTIC RD (SURFACE TREAT NONHARDSURFACE RD) ROUTE 711 END STATE MAINTENANCE 0.40	PE RW CON Total	$15,000 $0 $200,300 $215,300	$179,492	$35,808	$35,808	$0	$0	$0	$0	$0	$0	190 VPD 09/24/2018 DISTRICT GRANT UNPAVED >50 VPD RURAL RUSTIC PROJECT RESOLUTION DATED 06/18/2025
Rt. 0711 125482 S/F HIRED EQUIP S NO PLAN, SECONDARY 0003.00	BURTON ROAD 0711-002-047, N-501 RTE. 711 - RURAL RUSTIC RD (SURFACE TREAT NONHARDSURFACE RD) ROUTE 712 0.26 MI N RTE 712 0.26	PE RW CON Total	$3,000 $0 $139,000 $142,000	$89,976	$52,024	$52,024	$0	$0	$0	$0	$0	$0	89 VPD 08/14/2018 DISTRICT GRANT UNPAVED >50 VPD RURAL RUSTIC PROJECT RESOLUTION DATED 06/18/2025
Rt.9999 116905 CONTRACT RAAP, SECONDARY Single Hearing 0004.00	CONNECTOR ROAD 9999-002-R98, C-501 CONNECTOR ROAD FROM BERKMAR DR TO AIRPORT ROAD 0.17 MI S ROUTE 649 0.18 MI N ROUTE 649 0.35	PE RW CON Total	$1,350,000 $4,488,750 $13,266,897 $19,105,647	$10,400,615	$8,705,032	$277,577 $3,000,000	$277,577 $4,805,646	$277,577	$66,655	$0	$0	$0	TELEFEE FUNDS/REVENUE SHARING FUNDS CONSTRUCTION ON NEW ALIGNMENT
Rt.0640 129673 S/F HIRED EQUIP. S NO PLAN, SECONDARY 0005.00	GILBERT STATION ROAD 0640-002-073, N-501 RTE. 640 - RURAL RUSTIC RD (SURFACE TREAT NONHARDSURFACE RD) ROUTE 1094 0.52 MI W ROUTE 1094 0.52	PE RW CON Total	$3,000 $0 $243,000 $246,000	$0	$246,000	$246,000	$0	$0	$0	$0	$0	$0	120 VPD 04/10/2015 DISTRICT GRANT UNPAVED >50 VPD RURAL RUSTIC PROJECT RESOLUTION NEEDED

District: Culpeper
County: Albemarle County
Board Approval Date: May 20, 2026

SECONDARY SYSTEM CONSTRUCTION PROGRAM (in dollars)

2026-27 through 2031-32

Route PPMS ID Accomplishment Type of Funds Type of Project Priority #	Road Name Project # Description FROM TO Length	Estimated Cost	Previous Funding SSYP Funding Other Funding Total	Additional Funding Required	PROJECTED FISCAL YEAR ALLOCATIONS 2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	Balance to complete	Traffic Count Scope of Work FHWA # Comments
Rt.0613 129674 S/F HIRED EQUIP. S NO PLAN, SECONDARY 0006.00	GIANNINI LANE 0613-002-074, N-501 RTE. 613 - RURAL RUSTIC RD (SURFACE TREAT NONHARDSURFACE RD) ROUTE 602 END STATE MAINTENANCE 0.20	PE $3,000 RW $0 CON $145,000 Total $148,000	$0	$148,000	$148,000	$0	$0	$0	$0	$0	$0	80 VPD 08/27/2018 DISTRICT GRANT UNPAVED >50 VPD RURAL RUSTIC PROJECT RESOLUTION NEEDED
Rt.0718 129675 S/F HIRED EQUIP. S NO PLAN, SECONDARY 0007.00	MURRAY LANE 0718-002-075 , N-501 RTE. 718 - RURAL RUSTIC RD (SURFACE TREAT NONHARDSURFACE RD) ROUTE 29 END STATE MAINTENANCE 0.80	PE $3,000 RW $0 CON $368,000 Total $371,000	$0	$371,000	$371,000	$0	$0	$0	$0	$0	$0	80 VPD 05/24/2018 DISTRICT GRANT UNPAVED >50 VPD RURAL RUSTIC PROJECT RESOLUTION NEEDED
Rt. 0748 129676 S/F HIRED EQUIP. S NO PLAN, SECONDARY 0008.00	BROKEN SUN ROAD 0748-002-076, N-501 RTE. 748 - RURAL RUSTIC RD (SURFACE TREAT NONHARDSURFACE RD) ROUTE 633 END STATE MAINTENANCE 0.50	PE $3,000 RW $0 CON $275,000 Total $278,000	$0	$278,000	$37,000	$241,000	$0	$0	$0	$0	$0	60 VPD 07/18/2018 DISTRICT GRANT UNPAVED >50 VPD RURAL RUSTIC PROJECT RESOLUTION NEEDED
Rt.0638 129678 S/F HIRED EQUIP. S NO PLAN, SECONDARY 0009.00	BLACKS LANE 0638-002-077, N-501 RTE. 638 - RURAL RUSTIC RD (SURFACE TREAT NONHARDSURFACE RD) ROUTE 795 END STATE MAINTENANCE 0.50	PE $3,000 RW $0 CON $249,000 Total $252,000	$0	$252,000	$37,000	$215,000	$0	$0	$0	$0	$0	60 VPD 07/27/2021 DISTRICT GRANT UNPAVED >50 VPD RURAL RUSTIC PROJECT RESOLUTION NEEDED
Rt. 0717 129679 S/F HIRED EQUIP S NO PLAN, SECONDARY 0010.00	OLD SAND ROAD 0717-002-078, N-501 RTE. 717 - RURAL RUSTIC RD (SURFACE TREAT NONHARDSURFACE RD) ROUTE 6 ROUTE 755 1.09	PE $3,000 RW $0 CON $435,000 Total $438,000	$0	$438,000	$36,989	$401,011	$0	$0	$0	$0	$0	70 VPD 07/10/2012 DISTRICT GRANT UNPAVED >50 VPD RURAL RUSTIC PROJECT RESOLUTION NEEDED

District: Culpeper

County: Albemarle County

Board Approval Date: May 20, 2026

SECONDARY SYSTEM CONSTRUCTION PROGRAM (in dollars)

2026-27 through 2031-32

Route / PPMS ID / Accomplishment / Type of Funds / Type of Project / Priority #	Road Name / Project # / Description / FROM / TO / Length	Estimated Cost		Previous Funding (SSYP Funding / Other Funding / Total)	Additional Funding Required	PROJECTED FISCAL YEAR ALLOCATIONS 2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	Balance to complete	Traffic Count / Scope of Work / FHWA # / Comments
Rt.9999 T18189 9999.99	9999-002-P42, FUTURE DISTRICT GRANT UNPAVED FUNDS VARIOUS LOCATIONS IN COUNTY	PE RW CON Total	$0 $0 $4,168,481 $4,168,481	$0	$4,168,481	$0	$106,810	$963,821	$1,017,428	$1,017,428	$1,062,994	$0	DISTRICT GRANT UNPAVED >50 VPD
Rt.4007 99700 9999.99	1204007 COUNTYWIDE TRAFFIC SERVICES VARIOUS LOCATIONS IN COUNTY	PE RW CON Total	$0 $0 $871,877 $871,877	$105,801	$766,076	$0	$0	$0	$210,922	$277,577	$277,577	$0	TELEFEE FUNDS TRAFFIC SERVICES INCLUDE SECONDARY SPEED ZONES, SPEED STUDIES, OTHER NEW SECONDARY SIGNS
Rt.4008 99775 9999.99	1204008 COUNTYWIDE RIGHT OF WAY ENGR. VARIOUS LOCATIONS IN COUNTY	PE RW CON Total	$0 $0 $50,341 $50,341	$50,341	$0	$0	$0	$0	$0	$0	$0	$0	TELEFEE FUNDS USE WHEN IMPRACTICAL TO OPEN A PROJECT: ATTORNEY FEES and ACQUISITION COST
Rt.4006 99803 9999.99	1204006 COUNTYWIDE FERTILIZATION & SEEDING VARIOUS LOCATIONS IN COUNTY	PE RW CON Total	$0 $0 $21,233 $21,233	$21,233	$0	$0	$0	$0	$0	$0	$0	$0	TELEFEE FUNDS FERTILIZATION AND SEEDING TO IMPROVE SLOPE STABILIZATION ON SECONDARY SYSTEM
Rt.4009 99846 9999.99	1204009 COUNTYWIDE TRAFFIC CALMING VARIOUS LOCATIONS IN COUNTY	PE RW CON Total	$0 $0 $59,034 $59,034	$59,034	$0	$0	$0	$0	$0	$0	$0	$0	TELEFEE FUNDS TRAFFIC CALMING MEASURES AS DETERMINED BY RESIDENCY AND DISTRICT TRAFFIC ENGINEER

District: Culpeper

County: Albemarle County

Board Approval Date: May 20, 2026

SECONDARY SYSTEM CONSTRUCTION PROGRAM (in dollars)

2026-27 through 2031-32

Route / PPMS ID / Accomplishment / Type of Funds / Type of Project / Priority #	Road Name / Project # / Description / FROM / TO / Length	Estimated Cost		Previous Funding / SSYP Funding / Other Funding / Total	Additional Funding Required	PROJECTED FISCAL YEAR ALLOCATIONS						Balance to complete	Traffic Count / Scope of Work / FHWA # / Comments
						2026-27	2027-28	2028-29	2029-30	2030-31	2031-32		
RL4005		PE	$0										
99923	1204005	RW	$0										
	COUNTYWIDE ENGINEERING & SURVEY	CON	$28,558										TELEFEE FUNDS
	VARIOUS LOCATIONS IN COUNTY	Total	$28,558	$28,558	$0	$0	$0	$0	$0	$0	$0	$0	MINOR SURVEY & PRELIMINARY ENGINEERING FOR BUDGET ITEMS AND INCIDENTAL TYPE WORK.
9999.99													

Secondary System
Albemarle County
Construction Program
Estimated Allocations

Fund	FY2027	FY2028	FY2029	FY2030	FY2031	FY2032	Total
TeleFee	$277,577	$277,577	$277,577	$277,577	$277,577	$277,577	$1,665,462
District Grant Unpaved	$963,821	$963,821	$963,821	$1,017,428	$1,017,428	$1,062,994	$5,989,313
Total	$1,241,398	$1,241,398	$1,241,398	$1,295,005	$1,295,005	$1,340,571	$7,654,775

Board Approval Date: May 20, 2026

Carrie Shepheard 6/10/26

Resident Engineer Date

7/6/26

County Executive Date

Agenda Item No. 18. From the Board: Committee Reports and Matters Not Listed on the Agenda.

Ms. Duncan reported that she attended the Chamber of Public Policy meeting last week, where most of the discussion focused on planning for next year's State of the Community event. She said that she also wanted to bring up a matter that she had discussed with her colleagues. She said that she had been told that they could not implement measures to protect renters and tenants, nor hold landlords accountable. She said that she recently learned, however, that the General Assembly had passed legislation in 2004 that allowed municipalities to establish rental inspection programs.

Ms. Duncan said that she spent the weekend researching this and learning more about it. She said that eighteen other municipalities in Virginia had already implemented this program, and they seemed to be successful. She said that the program was relatively simple: they created an overlay district where rentals were located and then designated specific housing inspectors. She said that this approach had several benefits. Firstly, it created an inventory of rental properties, allowing them to know what existed in the County. Secondly, it eliminated retaliation from landlords against their tenants, as the County would be responsible for inspections of rental properties to ensure they met safety standards.

Ms. Duncan stated that this could also be beneficial for landlords, as it helped them address issues with tenants. For example, if a landlord had a tenant who was not maintaining the property, the landlord could report the issue to the County. This could be particularly helpful for tenants who may not know how to file a complaint or may not speak English. The program standardized the process, making it more neutral for all parties.

Ms. Duncan said that she was interested in exploring the possibility of implementing a similar program in their County. She said that she would like to know if there was interest in having staff research the feasibility of such a program, including the cost and the number of housing inspectors needed. Some municipalities had started with small districts that had expanded over time. She said that when she found out they had the ability to help tenants by ensuring their housing was maintained, she felt the Board should be made aware. She asked if the Board would be supportive of directing staff to look into what that program might entail.

Ms. Mallek said that, yes, she would like to learn more about the possibilities for protecting people, and she knew they had previously discussed the maintenance code and how it related to unsafe living situations. She said that there were many instances where tenants were somewhat limited in their ability to resolve a wide variety of concerning circumstances. She said that she would be very interested in exploring protections for tenants, and if it could evolve into some policy to protect mobile home park residents, that would be an additional benefit. She said that when properties changed hands, things could become very unstable, and people's futures were less certain.

Ms. LaPisto-Kirtley said that she recalled a discussion during their Housing Summit last year that focused on the rental inspection program and overlay district in Richmond. She said that it was very interesting and she would be supportive of starting out with smaller inspection zones, such as where they had a lot of apartments. She said that knowing the costs and other details would be important to clarify, particularly before their budget session next year. She asked if their current County process only allowed them to inspect properties from the outside, rather than the inside.

Ms. Duncan said that she believed their current Code enforcement only addressed the exteriors of properties.

Ms. LaPisto-Kirtley said that the serious issues, such as pests and mold, would be on the inside of the properties, and it was important to prevent and remediate those health hazards in housing. She agreed with Ms. Duncan that it was worth looking into and seeing what they could do.

Mr. Missel said that he supported looking into it further. He said that the City of Roanoke had an inspection program that had been in place since 1996, and the City of Richmond was starting one now. He said that they could likely learn a lot from those programs. He said that he would also like to know what the County action would be if they were to find hazardous or concerning conditions in a rental unit. He asked what that responsive process would look like.

Mr. Pruitt said that he would like to get a quote from staff on what the costs would be, just as he would for contracting work on his house. He said that he would be concerned about the high cost of implementing the program, although he would still want to know the actual cost. He said that it would likely require multiple, specifically trained staff members that the County did not currently have. He said that they would also have to pick the overlay district, which could be difficult. He said that furthermore, the remedy at the end may not be satisfying. He said that the tools available to them were fines and condemnation, which did not help if the landlord was in arrears or financial distress.

Mr. Pruitt said that it also did not help the tenant if their landlord was upset with the process and if they were effectively evicted from their home due to condemnation. He said that with the new powers given to their locality, they could solve the same problem with less costs. He said that instead of an inspection program with districts and inspectors, they could have an office of tenant advocate with half a full-time equivalent (FTE) for intake and another half FTE for potential litigation. He said that this could also be potentially more satisfactory in that the County could potentially extract direct relief for the tenant in that circumstance.

Mr. Gallaway said that any work the Board could do to share information with each other and staff was helpful. He said that Board members doing that research was very valuable because it would not create an undue burden on staff, which he was sensitive to. He said that if there was a budgetary impact, the Board should consider that issue during budget season. He said that sometimes these issues that the Board likely would support in a vacuum may become more difficult when they had competing funding priorities and positions. He said that given the work they would be doing on affordable housing, this item could potentially be wrapped into their discussions on AHIP and AHIF.

Ann Wall, Deputy County Executive, said that staff was willing to scope out the implication of a housing inspection and enforcement program and what would be required. She said that they would bring back the anticipated tasks and timeline. She said that anything related to inspections would involve implementation cost, which would lead into the budget. She stated that the only hesitation she had as it related to Housing Albemarle was about the timing. She said that Ms. Dimock had mentioned earlier that staff planned to return to the Board in August to discuss Housing Albemarle, AHIF, and AHIP. She said that the scoping and later research for an inspection program may take longer than that timeframe.

Mr. Gallaway said that their budget season should be the goal, since they could not make any decisions until that time. He said that there was unanimous Board support to learn what the program would entail, and they should receive a staff report on this ahead of the budget, in the late fall or early winter timeframe.

Ms. Wall confirmed they could do that.

Ms. Mallek stated that last year at their housing conference, Henrico County gave a presentation on a maintenance district that was created parcel by parcel, and it ended up being a disaster for the residents there. She said that they ended up taking it over, rebuilding everything, ensuring no one was displaced. She said that she hoped they could learn from that experience, and she would send those meeting materials to the Board for their review.

Ms. Mallek stated that a constituent had shared an article about auditing developer follow-through from rezonings from Arlington Now. She said that she found this idea to be particularly relevant, as they often heard promises during public hearings that were later forgotten if the County failed to document individual conditions in the approval process. She said that she planned to meet with someone from Arlington tomorrow at the board meeting in Prince William and try to obtain more information or a contact name about that process.

Ms. Mallek stated that additionally, a recent meeting discussion about dedicating land for a trailhead in the new development on Rio Road reminded her of the Board's slow pace in acquiring properties promised during rezonings. She said that sometimes, these properties were left unclaimed for so long that they became contentious issues. She said that she would like to propose that they consider implementing a policy requiring the Board to take control of properties as soon as the first Certificate of Occupancy (CO) was issued. This would help prevent future disputes, such as the connection lot between South Forest Lakes and North Forest Lakes, which had sat undemanded for 20 years before becoming a contentious issue. By acting more timely, they could avoid unnecessary conflicts and ensure accountability.

Ms. Mallek stated that Louisa County was working on a Comprehensive Plan amendment to address transmission lines, and she would like to get more information about that. She said that she would also ask her colleagues to think about this issue. She explained that all of their neighboring counties were taking a strong stance to protect their properties from a proposed 750-volt, 150-foot-tall transmission line. She said that if they did not take a stance, they became an easy target for the transmission line to be placed here.

Ms. Mallek said that she would like to discuss potential legislative areas of interest, particularly since they had heard from a legislator at the High Growth Coalition meeting that they wanted to hear from their local elected officials in early summer, not November. This suggested that it may be beneficial for them to meet with them one at a time, rather than trying to coordinate a large group effort. This process seemed complicated, and with only three legislators now representing them, it should be manageable.

Ms. Mallek stated that many people were reaching out about bringing back a bottle bill, which was in place in Virginia in the 1950s, 1960s, and 1970s. With only 17 years left in solid waste facilities in the Commonwealth of Virginia, they needed to consider ways to reduce their waste and mitigate the climate impacts of solid waste. One potential solution was to reduce their consumption of single-use plastics. She said that another area of focus was the enactment of HB 2072, which would allow the County to require testing of sludge before it was proposed for use on their properties. She said that this was driven by concerns over toxic chemicals that persisted forever.

Ms. Mallek said that the Farmer's Right to Know Bill addressed this, as it aimed to protect farmers and neighbors from toxic chemicals that could ruin a property's value. She said that in some states, farmers had seen their land devalued and their agricultural products rendered unusable after toxic chemicals were discovered. She said that Maine was actually buying properties that had been ruined in this way. She said that she was pleased to see significant progress being made on this issue this year, and she encouraged everyone to continue thinking about these matters.

Ms. LaPisto-Kirtley reported that she attended an Economic Development Authority (EDA) meeting yesterday, and their focus was shifting toward agribusiness, with a focus on shared equipment and infrastructure, coal storage, transportation, and logistics. She said that this would enable producers to expand their reach into consumer-packaged goods. She said that another key area of focus for the Economic Development Authority this coming year would be site readiness efforts. She said that the Board of Directors planned to pursue these efforts through private and public partnerships, with the goal of removing infrastructure barriers for target sectors.

Mr. Missel said that it had been an honor to attend their local high school graduations. He said that last night's Monticello High School graduation was truly amazing, and the diversity of the students was impressive. He said that watching each of them graduate was wonderful. He said that he had the opportunity to sit next to Delegate Laufer and offered his congratulations to her son who graduated last night. She was able to present him with his diploma, which was a lovely gesture.

Mr. Missel said that in the context of education, he had an interesting meeting this morning with a gentleman who he would continue to work with, who was very interested in improving early childhood education opportunities in the area. He said that he was passionate about this cause and was starting a charter school in New York, bringing experience in this field to the table. He said that he had established connections with him to the School Board and had begun the process of discussing how this might look.

Mr. Missel said that they also discussed the Dominion line and PEC presentation. He said that he toured a family-owned agricultural enterprise in southern Albemarle, which provided insight into the challenges and concerns faced by those operating in this sector. He said that he had also heard from adjacent landowners who were sharing concerns about agricultural production areas. He said that he had given him a better understanding of the issue and would continue to focus on it.

Mr. Missel said that the Jefferson Area Board for Aging (JABA) Board of Directors meeting was fascinating, and they received updates on several items. One of the main topics they spent time on was the insurance program and counseling process. He said that the statistics were impressive, with 4,655 people helped, 84 volunteers, and a client survey showing a 99.59% positive response. He said that the most impactful timeline was during open enrollment counseling, where they calculated a savings of over $4.5 million for the individuals they counseled. He encouraged residents to look into this program to see if they qualified.

Mr. Missel said that the audit committee organizational meeting was also attended by some of them in the room. They elected Jacob Sumner as their chair, and he was pleased to hear that the report on fraud, waste, and abuse showed very little. This said that he looked forward to continuing to work with the committee.

Mr. Pruitt stated that he attended the TJPDC meeting and had taken notes on what their neighboring localities were currently doing. He said that Nelson County was currently going through a zoning modernization process, mirroring Albemarle. A major issue they were grappling with was how they would engage with accessory dwelling units (ADU) under their new state mandate and in their own ordinance, and whether there was an appetite for changing their allowable rural density. Albemarle currently had two acres as their smallest allowable subdivision for rural properties, and Nelson had six acres. He said that Louisa County was providing a rebate for personal property taxes, using revenue from their three Amazon data center campuses opening there. They were back to being the fourth-fastest growing County in the state, after being demoted to fifth recently.

Mr. Pruitt reported that Greene County recently had undertaken some major water infrastructure investments, including a water impoundment project to support their significant growth and demand due to activity in Albemarle. He said that this had caused a significant new revenue demand for Greene. He said that their recommended budget included a $0.04 increase, but there was not support for that, so they ended up with a $0.01 increase. He said that a trend with all three of these localities was that they did not perform real estate assessments every year, which was an issue particularly for Nelson, where property values had increased steeply since their last assessment.

Mr. Pruitt reported that he also attended the State of Homelessness presentation held recently, which happened at the same time as the start of the capital campaign the Salvation Army was doing for their House of Hope. He added that he also had recently been informed that the project was not going to be a low-barrier shelter; it was going to be a more programmatic shelter. He said that this was because the Holiday Drive shelter was going to be addressing the low-barrier needs. He noted that this was a quickly evolving issue, and he felt their peers in the City had to grapple with this more than the County, and he wondered if it may be to the County's detriment in that regard.

Mr. Pruitt emphasized that throughout the year, they had about 50 high-barrier shelter beds available in Charlottesville, which increased to about 100 beds during the winter. He said that their point-in-time count was not high, with about 250 individuals homeless or experiencing unstable housing. He said that meeting the needs of 250 people was an achievable goal, but there was a gap that remained unmet.

Mr. Gallaway said that the City's report at TJPDC highlighted the homelessness issue, which Mr. Pruitt had just covered. He said that the Albemarle-Charlottesville Regional Jail (ACRJ) Board had met briefly and learned that the state provided bonuses to jail employees but did not cover the cost of those who could receive the bonus. He said that as a result, the local agency was responsible for covering the cost. He said that advantageously, the Jail Board had a surplus that would cover the bonus, so they did not need to seek additional contributions from localities.

Mr. Gallaway reported that he had also attended the last School Board meeting, where they recognized retirees, including some of his children's former teachers. He said that the Student Senate presentation was also interesting, as well as the School Board student representatives being recognized for their service.

Mr. Gallaway stated that he attended a webinar offered by the National Alliance to End Homelessness, which provided research on encampments and solutions. He said that the qualitative data was not surprising, but the quantitative data was somewhat interesting. He said that he would send out a deliverable that his colleagues could refer to on this issue.

Mr. Gallaway said that finally, he wanted to mention that their budget evaluation today highlighted the need for a formalized process for addressing tenant issues, such as those raised by Supervisor Duncan this evening. He said that while they often brought up these issues, it was not a formalized process, while other boards had defined processes in place. He said that he suggested establishing a more structured approach, with Board members taking ownership and doing diligence beforehand, rather than just raising issues. He said that if there was no objection from the Board, he would look into some ideas for how to establish that, potentially during their Board retreat.

Ms. LaPisto-Kirtley said that she would like to know if the Board would be interested in receiving the presentation from PEC on the transmission line that was proposed to go through their County up to Orange County. She said that they would be increasing the height of the existing lines to several hundred feet.

Mr. Gallaway said that it would be more appropriate for the three Board members who had not received the presentation to work with the PEC on getting the information, rather than taking up time on the agenda.

____

Agenda Item No. 19. Adjourn to June 3, 2026, 1:00 p.m., Lane Auditorium.

At 8:12 p.m., the Board adjourned its meeting to June 3, 2026, at 1:00 p.m. in Lane Auditorium, Second Floor, Albemarle County Office Building, 401 McIntire Road, Charlottesville, VA 22902.

____

Chair

Approved by Board
Date: 08/05/2026 Initials:CKB