

**CHRISTIANSBURG TOWN COUNCIL  
CHRISTIANSBURG, MONTGOMERY CO., VA.  
WORK SESSION MINUTES  
CLOSED MEETING MINUTES  
AUGUST 21, 2018 – 6:00 P.M.**

A WORK SESSION AND CLOSED MEETING OF THE CHRISTIANSBURG TOWN COUNCIL, MONTGOMERY COUNTY, CHRISTIANSBURG, VA. WAS HELD AT CHRISTIANSBURG TOWN HALL, 100 EAST MAIN STREET, CHRISTIANSBURG, VIRGINIA, ON AUGUST 21, 2018 AT 6:00 P.M.

COUNCIL MEMBERS PRESENT: Mayor D. Michael Barber; Vice-Mayor Bradford J. Stipes; Samuel M. Bishop; Harry Collins; Steve Huppert; Merissa Sachs; Henry Showalter. ABSENT: None.

ADMINISTRATION PRESENT: Town Manager Randy Wingfield; Assistant Town Manager Andrew Warren; Clerk of Council Michele Stipes; Assistant to the Town Manager Adam Carpenetti; Finance Director/Treasurer Val Tweedie; Engineering Director Wayne Nelson; Public Works Director Jim Lancianese; Superintendent of Streets Travis Moles; Superintendent of General Services David Sutphin; Director of Human Resources Dave Brahmstadt; GIS Coordinator Dayton Poff.

**WORK SESSION**

I. Call to Order.

II. Discussion by Mayor and Council Members

1. Presentation by Timmons Group regarding Town-wide GIS Needs Assessment.

Mr. Andy Fox of Timmons Group offered a brief background on the consulting company and talked about the group's approach to assessing the geographic information system (GIS) needs of the Town as a collaborative effort between the Timmons Group and the Town's IT and Engineering Departments. Council was provided an overview of the goals in implementing a GIS Roadmap for the Town and the methods that would be used to develop a map that would meet the specific needs and goals of the Town. Mr. Fox talked about the importance of an effective, thorough GIS mapping system as a tool for government operations and as a means of communication for the public, and noted that GIS enhancement fits within the Town's Destination 2022 goals. Mr. Fox showed an example of a GIS website designed by Timmons Group and talked about the various search options that could be included based on the type and quantity of information the Town wished to provide. Dayton Poff, GIS Coordinator, requested that Council consider the presentation and provide him with feedback on the information it thought was important to make public through the GIS mapping system. Councilman Stipes offered that any information developed should be made available to the public unless it was a clear threat to public safety and welfare. Councilman Huppert asked about the costs to enhance the GIS system, and Adam Carpenetti responded that costs would depend on what is included in the GIS map and would be determined during the planning phase.

2. Presentation by SESCO Management Consultants regarding the Town's Compensation Study.

Mr. Dave Brahmstadt, Director of Human Resources, thanked Council for the opportunity to speak and introduced Mark Sisson, Valerie Tweedie, Wayne Nelson, and Randy Wingfield as the leadership team that will work with him alongside SESCO Management Consultants to establish a compensation plan that would allow the Town to be competitive in the job market. Mr. Bill Ford of SESCO Management Consultants provided a brief background of the consulting company and an overview of the services provided and the expectations of the SESCO/Town of Christiansburg team during the initial planning phase. Mr. Ford talked about the processes to be used during the compensation study that would include an analysis of the Town's current pay practices, and job evaluations to determine labor grades, classifications, and market value of each position. Benefits would also be factored during the compensation study. Mr. Ford said that SESCO would provide training to department heads on the implementation of the new compensation plan.

CLOSED MEETING

I. Closed Meeting:

1. Councilman Stipes made a motion to enter into a Closed Meeting in accordance with Code of Virginia § 2.2-3711(3) for discussion of the award of a public contract involving the expenditure of public funds, including interviews of bidders or offerors, and discussion of the terms or scope of such contract, where discussion in an open session would adversely affect the bargaining position or negotiating strategy of the public body. The Closed Meeting pertains to discussions regarding the Market Place Performance Agreement. The motion was seconded by Councilman Huppert and voted upon as follows: Bishop - Aye; Collins - Aye; Huppert - Aye; Sachs - Aye; Showalter - Aye; Stipes - Aye.
2. Reconvene in Open Meeting.
3. Certification. Councilman Stipes moved to certify that the Town Council of the Town of Christiansburg, meeting in Closed Meeting, to the best of each member's knowledge, discussed only the matters lawfully exempt from open meeting requirements by Virginia Law and only such matters as are identified in the Resolution to enter into Closed Meeting. The motion was seconded by Councilman Showalter and Council voted as follows: Bishop - Aye; Collins - Aye; Huppert - Aye; Sachs - Aye; Showalter - Aye; Stipes - Aye.
4. Council action on the matter. No action taken.

XIII. ADJOURN

There being no further business to bring before Council, Mayor Barber adjourned the meeting at 9:20 P.M.

---

Michele M. Stipes, Clerk of Council

---

D. Michael Barber, Mayor