

**CHRISTIANSBURG TOWN COUNCIL
CHRISTIANSBURG, MONTGOMERY CO., VA.
SPECIAL MEETING MINUTES
JUNE 17, 2022 – 9:00 A.M.**

A SPECIAL MEETING OF THE CHRISTIANSBURG TOWN COUNCIL, MONTGOMERY COUNTY, CHRISTIANSBURG, VA. WAS HELD AT CHRISTIANSBURG PARKS AND RECREATION CENTER, 1600 N. FRANKLIN STREET, CHRISTIANSBURG, VIRGINIA, ON JUNE 17, 2022 AT 9:00 A.M.

COUNCIL MEMBERS PRESENT: Mayor D. Michael Barber; Vice-Mayor Henry Showalter; Samuel M. Bishop; Johana Hicks; Tanya Hockett; Casey Jenkins; Tim Wilson

ADMINISTRATION PRESENT: Town Manager Randy Wingfield; Assistant Town Manager Andrew Warren; Assistant Director of Engineering Capital Projects & Utilities Justin St. Clair

FACILITATOR: Executive Director of New River Valley Regional Commission Kevin Byrd

RETREAT WORK SESSION

- I. Mayor Barber called the meeting to order shortly after 9:00 a.m. and introduced Kevin Byrd as the retreat facilitator.
- II. Town Council Retreat Discussion

Town Council began the retreat by participating in a change style indicator exercise and discussed their results. Council discussed accomplishments of the Town and Councilman Jenkins suggested those accomplishments be shared with the citizens of Christiansburg.

Also discussed was the subject of employee retention and recruitment. Kevin Byrd requested that Councilmembers write down their ideas for employee retention and recruitment through a “card storming exercises. Mr. Byrd then led Council through the posting of their ideas and asking each to explain if they believed it was needed. Some ideas/thoughts posted included offer supplemental benefits such as legal services and more life insurance, more education on benefits package, patience in recruiting, listen & be proactive to needs, recognition of accomplishments, involve staff in successes of organization, tell employees that we want them here, explore the idea of telework for certain positions, promote great work environment, support learning opportunities and professional development opportunities, explore an employee referral incentive, review paternity and maternity leave, review job descriptions and service award time periods. Create and/or advertise growth and promotion opportunities within the organization, explore the potential of a mentorship program, consider an organizational culture assessment, evaluate compensation, invest in the leadership skills of our managers, and consider the implementation of 360-degree evaluations for certain positions.

Randy Wingfield provided a summary of capital projects of what is funded and happening and a brief discussion of future projects that are staffing and grant dependent. Conversation pursued regarding what would be important factors in a Public Works complex evaluation, the

evaluation of a Fire/Rescue Station location, and the preparation of map of existing plans and gaps for providing connectivity from the Huckleberry Trail into downtown.

Lunch was provided in the meeting room from 12 to 12:30. After lunch, Council discussed several special topics. They talked about solid waste flow control which was a new subject to several new councilmembers and whether it was something to reconsider given the progression of the court case between Meridian and County and the Town of Blacksburg. They followed by discussing community support grants and the existing regional joint budget review process. Next, they reviewed a chart comparing compensation of elected bodies in the area and discussed the pros and cons in considering a Council compensation increase. They followed with agreeing that staff could pursue including Council with future COLA increases if awarded to the rest of staff. Additionally, they discussed sustainability and agreed by consensus to form a sustainability committee with Mr. Wilson as a Council representative. They requested that staff provide a potential list of committee members at the next meeting. Final discussion of the retreat was potential subjects for an upcoming meeting with the Montgomery County Board of Supervisors. Kevin Byrd suggested two different discussions, one that involved Administrations and the other that involved elected bodies. The main items discussed as priorities were emergency services, parks and recreation, and economic development. It was agreed that the Mr. Wingfield and Mayor Barber would pursue a meeting with the County Administrator and the Chair of the Board of the Supervisors to further workout these ideas and come up with an agenda.

III. Adjournment

The retreat adjourned at approximately 3:35 p.m.


Tracy Heinl, Clerk of Council


D. Michael Barber, Mayor