

MEETING MINUTES OF THE
BROADWAY TOWN COUNCIL WORKSHOP MEETING
Thursday, May 2, 2024
6:00 p.m.

The Broadway Town Council met in a workshop meeting on Thursday, May 2, 2024, in the Council Chambers of the Broadway Town Hall. The following members were present: Mayor David L. Jordan and Council Members Chad L. Comer, Travis M. Driver, Leslie E. Fulk, Richard E. Fulk, Douglas W. Harpine, and Beverly L. London. The following staff members were present: Deputy Town Manager, Cari Orebaugh and Town Clerk, Donna Lohr.

Mayor Jordan welcomed everyone to the workshop meeting. He then called the meeting to order at 6:00 p.m.

Public Hearing – Land Lease

At 6:01 p.m. Mayor Jordan opened the public hearing for comments on the land lease. Mayor Jordan explained that the Town owns some property near the Wastewater Treatment Facility located on Route 211. The property has been leased out to different farmers. The gentleman that currently has a lease has had the land for the past ten years. The Town re-bid it out and seventeen farmers put in bids on the property so they may lease it in order to plant and harvest crops on the land. Town Council reviewed the bids and decided to accept a bid from Mr. Mike Thompson for \$250 per acre. The property is about 70 acres, but Mr. Thompson will be farming about 38 acres to start.

A citizen asked if Mr. Thompson’s bid was the high bid.

Mr. Leslie Fulk responded that it was not. There was one bid from someone out of the area for a dollar more than Mr. Thompson’s bid. Town Council approved Mr. Thompson’s bid because they were more comfortable awarding it to someone from the area.

With no more comments from the public, Mayor Jordan closed the public hearing at 6:03 p.m.

Ms. Beverly L. London then made a motion to approve the lease with Mike Thompson in substantially the form presented to the Council and authorize the Deputy Town Manager to execute and deliver it, subject to such revisions as the Town Attorney may advise and the Deputy Town Manager may approve, such approval to be evidenced conclusively by the Deputy Town Manager’s signature on the lease. Mr. Travis M. Driver seconded the motion.

Mr. Douglas Harpine asked if the lease influences selling the property if the Town would opt to do that. Ms. London stated that the land would be sold contingent. Mr. Harpine asked if the Town will have to wait until the lease runs out if they wish to sell the land. Ms. London responded that it could be sold with the lease as part of the agreement of sale. Mr. Harpine asked if it says that in the draft of the farm lease agreement. He advised he did not see it in the draft.

Ms. Orebaugh stated that she will talk to the Town Attorney about adding that as a stipulation to the farm lease agreement.

With no further discussion the motion passed on the following recorded roll call vote:

Leslie E. Fulk	Aye	Richard E. Fulk	Aye
Travis M. Driver	Aye	Chad L. Comer	Aye
Beverly L. London	Aye	David L. Jordan	Aye
Douglas W. Harpine	Aye		

Water Department Update:

Ms. Beverly L. London explained that they have asked one department head to speak at the beginning of Council’s monthly work session so that Council can receive an update on their department. Mr. Andy Sherman, Water Department Supervisor, gave an explanation of water loss for the Town. He

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stated that water loss for the Town this past month was at 26%. He explained that the numbers indicate approximately \$31,833 in lost money over the past two months. One possible explanation for the water loss is that the Town has several old meters, some of which are quite large and are not registering the correct amount of usage. Older meters slow down and stop registering water as they age so these meters need to be upgraded. Mr. Sherman also explained the reports that he provides for inclusion in the council packet each month. Mr. Sherman discussed the patterns and trends in water use and water production. He mentioned that this year's pattern is consistent with usage and production from previous years. Mr. Sherman advised Council members that they may want to consider replacing several of the older, larger meters. Cost estimates for those meters and the scope of work for installation have been acquired by the Public Works Department. Mr. Chad Dellinger, Public Works Director, who was present at the meeting, explained the Town's current inventory of meters and he supported Mr. Sherman's statement that there are several larger meters in the Town that need to be replaced. The meters at the schools, at the pool, and at George's Hatchery are some of the larger ones that need to be replaced. Mr. Sherman and Mr. Dellinger fielded a few questions from Council members regarding replacement of meters. Mr. Dellinger advised that he has records and research regarding the age of the meters throughout Town and he has a priority list of meters that should be replaced first based on their age. Mr. Dellinger also explained the method for determining when meters are no longer registering usage correctly. Council members requested that Mr. Sherman update the number of connections on his water report. Mr. Sherman advised that he will update that number. He stated that the number currently on the report is likely from 2020 when he took over handling those reports. Mr. Sherman advised Council members that he is currently working on new lead and copper reporting requirements and regulations from the Virginia Department of Health. Mr. Sherman advised Council members that the community pool is in good shape to open for the season this year. At the request of a citizen, Mr. Sherman explained the process for producing finished water and the ratio he uses to add river water to well water. Mr. Sherman thanked Mr. Dellinger for his support and help and for attending this evening's meeting to aid in answering questions. He also remarked that citizens or council members are welcome to visit the Water Plant at any time and he would be happy to explain the water production process and answer any questions. Council members thanked Mr. Sherman for presenting them with information from his department at this evening's meeting.

Finance Update

Deputy Town Manager, Cari Orebaugh advised Council members that the financial report documents including the check listing, a summary of the financial update, budget versus actual report, and bank account statements had been distributed to them for their review. A copy of the financial update report documents is included with the minutes. Council members reviewed and discussed the check listing and other documents. Ms. Orebaugh, Chief Miller, and Mr. Chad Dellinger fielded a few questions from council members on what certain bills were for in regard to their respective departments. A copy of the documents was provided to a citizen who requested them at the meeting.

Council members went on to review the budget versus actual documents. Ms. Bev London mentioned the line item under the public safety page for the police car expense and the high percentage indicated there. Ms. Orebaugh advised that number is inflated due to grant funding for a police vehicle in the amount of \$94,000.

Ms. Orebaugh presented the Financial Update Summary page, which indicates updates on the checking account, expected income and expenses, a summary of the reserve funds, as well as a timetable for expected loan payments. Ms. Orebaugh remarked that it is important to note that due to water/sewer

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bills being sent out in the month of May, the expected income for May is higher than that of April. She noted that on the budget v. actual report for month ending April 30, 2024, the total revenues is lower than the total expenditures, however, that will become more balanced out as revenues come in from the water/sewer billing that was mailed out May 1, 2024. Council members spent some time reviewing the financial information. Ms. Orebaugh advised that council members may get in contact with her or Ms. Susan Smith, Town Treasurer, if they have questions after this evening's meeting.

Old Business

The first item under old business was the monthly staff update, which was done earlier in the meeting by Mr. Andy Sherman.

The next item under old business was the proposed FY25 budget. Ms. Orebaugh advised that included in the packet, was the proposed budget, which has been posted on the website, and advertised in the Daily News-Record. A public hearing will be held on the proposed budget this coming Tuesday. Ms. Orebaugh will do a brief presentation on the proposed FY25 budget at the public hearing. Comments from the public will then be heard. Council can not take action on the proposed budget the same night as the public hearing, but may take action at the June council meeting. Ms. Orebaugh also explained that included in the packet for this meeting is a draft of the agenda for the regular council meeting scheduled for Tuesday, May 7, 2024. Ms. Orebaugh advised that there are several public hearings scheduled for that evening, as indicated on the draft agenda, and she wanted council members to be aware of that. Ms. Orebaugh stated that the only item scheduled for public hearing on which council can take action the same night is the increase to the water, sewer, trash fees, connection fees, and renters deposit.

Mayor Jordan asked if there were any questions from members of the public.

Ms. Bonnie Caplinger, a resident, stated, "I understand about the water and sewer. I have no problems with that. I understand about the meals tax and I understand about the cigarette tax. Those are electives. But what I have the issue with right at the moment is the one with the real estate tax. Because for the fact is we had just gotten hit. What was it, two years ago when the County raised everybody's values massively? And so, what is the reasoning right now of raising it from \$.07 to \$.10?"

Mr. Doug Harpine responded, "Money for residents. What do you want to give up?"

Ms. Caplinger responded, "Yes, that's what I'm saying."

Mr. Harpine repeated, "What do you want to give up? Tell me what you want me to take out of here?"

Ms. Caplinger asked, "What is the need to raise it? Is it because the budget is not going far enough or is it because things that are on the table are things that need to be done or is it things that are on the table that wants to be done?"

Mr. Harpine stated, "I don't know that we have anything that wants to be done."

Mr. Travis Driver remarked, "I would say the cost of how much everything has gone up on our end as well. I mean, Andy sat here and told us about wanting to do meters. I mean, the cost of meters go up, how much in the last two years, Chad? A good bit. We are just trying to keep up with keeping a consistent or adequate..."

Ms. Caplinger stated, "Because I know there is a lot of people, and you all have a lot of elderly in this community also, and people are extremely struggling right now to make ends meet because everyone (inaudible)."

Ms. Bev London stated, "They weren't arbitrary increases. We talked about raising the tax several years ago so that these guys have more money to work with. But we didn't because they raised those assessments. It's just over time, yes, they raised the assessments, but we still have expenses that are going up every day."

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Mayor Dave Jordan stated, "I can give you some numbers. Since 2018, our cost to run this town has gone up 23.97% and we didn't pass it along to any of the residents because we left real estate alone. So, I think, and Leslie may be able to help me here a little bit, I'm thinking the '90's? Almost twenty years ago."

Bev remarked, "I think it was '94."

Leslie responded, "Almost 32 years ago since it was lowered from \$.10."

Mayor Jordan continued, "Now we're talking \$.10. We approved it, passed it, and then we reevaluated the whole budget and determined that we didn't need to do that increase and they went back to \$.07. So, it's something we will look at, going forward."

Ms. Caplinger stated, "Well some of us are very lucky at the moment that we can make ends meet but I do know I have some people that are, like elderly, in this community. And I do know that if the taxes are raised and stuff then the landlords in turn have to raise them and in turn these elderly are on very fixed income and can't afford what's going on. I'm concerned for those type of people because they are barely making ends meet, much less, you know, with just the basics in life. And I didn't know if there was, you know. Like I know the County actually has a thing that if somebody is lower income and they can't make the rates that they forego some of that. I don't know, do you all have that?"

Ms. Bev London responded, "That's something that the County administers. I don't think we have the bandwidth to administer something like that."

Ms. Caplinger added, "Because that's the ones I'm looking at is the people that are really deciding, OK, do I have a roof over my head or food in my belly? And most of that is hitting a lot of the elderly. And I know some of them for a fact because I've helped some of them actually sign up and try to get help but the housing lady told me there's already 2,000 waiting on the list. She said it's astronomical on the list. So these elderly aren't getting the help that they're needing because they don't have the resources per se. So those are the ones that I'm looking at from that aspect of how it's going to hit them."

Mayor Jordan responded, "Thank you for requesting. Thank you for caring about the residents of Broadway. We don't take that very lightly. We do look at this."

Mr. David Emswiler requested a copy of all the information that was provided to Council in the packet.

Ms. Orebaugh provided the information.

Mayor Jordan asked if he needed anything else.

Mr. David Emswiler responded, "In different ways, but I agree with this lady's sentiment about the taxes in particular."

Ms. Caplinger added, "And even if you could, I know you all have things that you need to do. I understand the wastewater. I understand the maintenance. I understand a lot of that stuff because I'm in that field. But if a person could like slowly increase it instead of all at once. And if we're lucky maybe things will loosen up a little bit, but I wouldn't bet money on it."

Mr. Doug Harpine added, "I wouldn't bet on it."

Mr. David Emswiler suggested, "Maybe if we could just reign in some of our departments' money that they're spending, like on new uniforms."

Mr. Turner then remarked, "I wanted to address the issue about the raise in water and sewer tap fees. It concerns me that over the time that I've been here and working with Heritage Hills, up by the school. And Broadway South and Gobbler's Court and Coyote run and Heritage Hills out here. Those houses in those subdivisions amount to about 500 houses. And I just did my simple math, trying to round figures off. If the Town would have taken in about \$5,000 per unit, that is about \$25,000,000. And so, what I know about best now is Coyote Run. There is 204 lots out there and I think Randy Cosner had to run water across the river there at Springbrook which was about \$110,000, near as I can remember. Then once he got it over there, had to run it up to Coyote Run. Then after he got it up there the Town

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proffer fee \$500 per lot. And so figuring all that cost into what it cost to develop a piece of property and then come along and say you're going to raise it \$1,500 to \$2,000, it really makes it hard on somebody to develop property. It drives up the price of the, I mean, if a person can survive that, then somebody's got to build the house. So, I know about D.R. Horton because I've worked with them several times. And D. R. Horton is building a house out there now for around \$400,000. They're also building houses up in Harrisonburg in the \$300,000 to \$400,000 range. And so all that money has come into the Town from the water and sewer tap fees. Where is it? I mean, did it go to buy groceries? No, it didn't. In my opinion, that money has to be departmentalized, used for water and sewer replacement which is what I've been told it's for, but you've already spent it. So, where is it?"

Ms. Bev London responded, "On a day-to-day basis, that gentleman that sits right there (indicating Mr. Chad Dellinger, Public Works Director) is constantly at it, fixing things. When we had that big break up on the bluff. That didn't get fixed for free. I mean, piping alone, the valves. We went through Town, how many years ago was it Chad, where you replaced valves so that you could turn off a part of Town and not have to affect everybody else? Isolate."

Mr. Chad Dellinger responded, "We've been doing it off and on throughout the years, just putting in EZ-valves and T-valves. Those valves are six inch valves and are about \$8,000 apiece. Eight inch are \$10,000 apiece probably. I think they are about \$11,500 now. I mean we fix stuff all the time."

Mr. Turner mentioned, "If I can remember about the subdivisions I've been involved in and the only break that the Town had to do any repair on was when you go up Turner Avenue and you turn right there on Morningside Drive, there was a water line that had to be replaced in there."

Ms. London responded, "Ok, but you can't look at just the new subdivisions. This entire Town, Walnut Ridge, over there across Springbrook, all those older homes. All that stuff needs to be maintained. When he's got a break and something needs to be fixed, the other thing we would do is before we've been paving over these roads, we've been looking at the infrastructure and it had to be upgraded whether it went from a 2" line to a 4" line, or whatever, we did it before we paved."

Mr. Turner said, "So what you're saying is, when something broke, wherever it was, what they paid in for water and sewer tap fees is thrown over on new construction? Where is the money at that they paid?"

Ms. London answered, "No, what I'm saying is, we don't have a pot for Heritage Hills. We don't have a separate pot for Coyote Run. It is a town system. And it all goes into the same pot so that everybody is maintained. I know you're shaking your head but drill a well today. Put a septic in. And you're going to have probably between \$25,000 to \$40,000 to do that."

Mr. Turner stated, "I did the math on your budget and it looks to me like, I don't know for sure what the Town population is, but it looks like it's about 4,000 or close to there and so that divided into your eight million dollar budget runs about \$2,000 per house."

Ms. London responded, "No, you have to take the wastewater plant out of there because of the service that we do for Pilgrim's and Cargill and New Market and Timberville. You have to take that element out. If you take that big number out, it's not nearly as bad as what you think it is."

Mr. Turner responded, "Well, I'm not saying that that's bad, but I'm looking at the fact that you have about \$2,000 per household, in Town, and then where's your income coming from?"

Ms. London answered, "Well, real estate tax-wise, it's what maybe an average of \$200 a house. So, the rest of it is all in that pot."

Mr. Turner stated, "Your income for your water, sewer and trash amounts to about \$900."

Ms. London remarked, "The trash is a pass through. It is something that we had to catch up on because at one point in time the contract was that we could have our bulk trash quarterly and we could have our yard waste and that was never passed through. But it's gotten to the point now where we're just too

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large a number. We have to pass it through. And that's why the trash fees have gone the way it has." Mr. Turner stated, "Well I think the reason the Town grew like it did and it attracted people like Dan Ryan and D.R. Horton and other people who have come in and built a lot of houses is because the cost to build here was inexpensive. I did some over here on Park Avenue and somebody looked up the cost for real estate in our area and moved here from California just because of our costs. So, if we drive our costs up, now we're going to be like New Market. I've been to a couple of their meetings down there and they are in dire straits. And their tap fees were up around \$15,000 at one time and now they've got them down to about \$7,000 and it depends on how big your water line is and I just think the Town of Broadway is heading in the wrong direction, for what it's worth."

Mayor Jordan stated, "Where we're at is 4,500 residents. Currently we have 1,750 plus homes in the Town. So, we've grown in the last twenty to twenty five years from 1,700 residents, 1,800 residents to nearly 4,500 in the last census. But home-wise, we're at 1,750 plus."

Mr. Turner stated, "Well, the only thing I've got to say is that I've invested everything I had into this Town and I've lost everything I've had in Town and I just couldn't back whoever said I need to raise my pay so I can make it. That don't work. I mean we have individuals out here that are making investments in the Town and you have other people that have jobs that don't have to worry about whether they are making it or not. They just go from pay raise to pay raise. And that sucks. Thanks for listening."

Ms. Orebaugh mentioned the next item under Old business which was the East Springbrook Road property. Ms. Orebaugh advised this is the property that is for sale, next to the high school, where the solar farm was proposed last year or the year before. It is zoned R-5 which is a very unique zoning in the Town of Broadway. It's planned use development. There are only a few other properties in Town that are zoned R-5, one of which is Walnut Ridge. Basically, Council and Planning Commission can approve any sort of use for that piece of property but it has to come in some sort of proposal to Council and Planning Commission. Ms. Orebaugh stated that the property has been for sale for several years now. Several people have looked at it. There are several challenges with the property. Currently there are no utilities on there. Putting an entrance on the property, along Springbrook is challenging with site distance and being really close to the high school entrance. There is an interested party in putting three story apartments on there of twenty-five units each. This is very high density. Apartments. If you think about it, the money that you would have to invest in that property to meet our standards and to code, you are probably going to have to have a high density of residents on there. Ms. Orebaugh stated that she always wants to be mindful of peoples time and she wouldn't want someone to invest in a piece of property where that planned use might not be something that would align with the vision of council and planning commission so she advised the interested party she would bring up their interest and intended use for the property at this evening's meeting. Ms. Orebaugh advised that she is aware that historically, Council has been comfortable with the ratio of single-family homes versus multi-family homes. Ms. Orebaugh is up front with everyone that has called in about this piece of property, but she advised that this person is very serious about this use for the property. Ms. Orebaugh is asking for feedback from Council. Ms. Orebaugh mentioned that the piece of property is a flagship piece of property and they do have road frontage along Springbrook. There are concerns about putting the road in there for that volume because it is so close to the entrance of the high school. Ms. Orebaugh stated she had not received any engineered drawings, but there is the possibility of coming out on to Alger Lane, possibly with an easement. All water and sewer utilities would have to be run to the property and the topography of the land is very rocky in that location so that would be challenging, as well. Ms. Orebaugh advised Council members that they can think about it and she will bring it up again at the next meeting.

Ms. Orebaugh advised that the next item under old business was an update on park and recreation

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projects. She stated that they had previously talked about the pool and things are progressing on that. The pre-season pool pass sale is happening the weekend of the 8th. People can come to the pool and get their season pool pass at a discount. The concrete pad for the bathrooms is being worked on as well. She advised that delivery of the bathrooms will hopefully occur within the next four weeks, weather pending. Mr. Dellinger and Ms. Orebaugh are currently working on gaining easements for electricity that will be run to the bathrooms. There are also several dead trees that will need to be taken down before the bathrooms are installed.

Mayor Jordan asked if there was any other old business for discussion. Chief Doug Miller advised that the police department is currently two officers down and they have been advertising since April 16, 2024. Chief Miller advised that to date they have received three applicants and of those three applicants, one is a recent police academy graduate who never completed field training. One is a former police officer who does not have current certification, and another one has an extensive disciplinary record from multiple departments. Chief Miller stated that he is asking to increase the starting pay that can be offered by \$5,000. By doing that, in order to satisfy the compression of it, you would need to increase the salaries of the current officers because if you raise the starting pay by \$5,000, the officer coming in would make the equivalent of one of the currently employed officers. This equates to about \$3,000 per year per officer. That would bring the starting salary up to \$60,000. This would bring it on track after the new budget, where everybody would be across the board with the COLA raise, which is 3.2%. Chief Miller stated that the town of Grottoes has been seeking another police officer for eight months. Chief Miller advised that the County has increased their pay to their officers and where the Town used to draw officers from the County in the past, this is no longer the case.”

Mr. David Emswiler stated, “I know it’s not anytime soon but I think down the road at some point, both Towns, Broadway and Timberville need to look at a unified Police Department.”

Mayor Jordan stated, “Right now we have a great working relationship with Timberville. They assist us when we need them and we assist them when they need us.”

Mayor Jordan advised, “It is something to think about.”

Council members reviewed the information from Chief Miller and discussed it briefly with Chief Miller who fielded a few questions related to academy training and required certifications.

New Business

Under new business, Ms. Orebaugh advised that Council had already discussed the draft of the upcoming May 7th Council agenda.

Also under new business, Mayor Jordan gave a brief summary of the Town Manager recruitment process. He stated, “Bev has talked to a group of recruitment individuals and I had the opportunity to talk to another one. And, while Bob was here with us he actually reached out and put an ad on VML. We’ve had a couple of applicants step up. We just need to, as a council, decide what direction we want to go in and move this process along as quickly as we can. It comes at a price. The one recruitment company that Bev worked with or talked to was right at \$20,000. It is a three to four month process to reach out. First they would sit down with the Council to determine what the criteria the Council is looking for in a new town manager. And then they would go out and search the country for those individuals. They would critique those individuals to get us a group of six to eight individuals that would come in and we would do an interview process. The group that I reached out to is from Northern Virginia. And it’s the same process. They did specify that if we went with them and we hired a Town Manager through that group that if that Town Manger elected to leave within a year’s timeframe, then the search process would start over again and it would be no cost to the Town.”

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Mr. Travis Driver added, "And I think that was if we parted ways with them also."

Mayor Jordan agreed.

Ms. Bev London stated, "Just to correct you, the one is \$25,000. The other one is \$27,500."

One citizen asked if Council would prefer to have someone local, rather than someone from out of the area.

Ms. London responded, "That's part of the vetting process. What we would be looking for would be someone that would be wanting to be here and not just to get away from the high cost of California."

Mr. Douglas Harpine added, "We would look at their background. Their education especially."

Mayor Jordan stated, "You bring up a great point. If you think about Rockingham County Regional Sewer Authority in Mount Crawford. They did a nationwide search and they paid a lot of money for that search. But in the end they got someone from Augusta County. So that search doesn't guarantee you that you're going to get the applicant that is the best fit for your locality. We just need to have some resolution in what direction to go."

The citizen remarked, "I think it also would probably give the local people around here a little peace of mind of hiring somebody local around here. I mean if the local guy's the town manager and we find out the town manager is from California. I feel like there might be some upset people about that."

Mr. Chad Comer stated, "We all probably have different views. I'd like to see someone move to our community, be a part of our community, have their kids go to our schools. That's what I would want but that might not be the thing that other council members want. That's what we need to talk about and figure out what's best for the Town. I think we probably all have different views on that. Or they may be similar views. That's why we're throwing it on the table to discuss."

Mayor Jordan stated, "The best case scenario is that we could steal a town manager from Bergton. And he would be available in four weeks to come on board. That would be the best-case scenario. That if in four weeks we could possibly have that town manager on board. Because everybody has to give notice. Three weeks. Four weeks. Whatever that may be. But, best case scenario, that's what you're looking at. If you go to a headhunter and they're going to do that search nation-wide and you're looking at a minimum of three to four months to have somebody on board. And it comes at a price. But, great point. Local. It brings up a good point. If we had an individual that lived and breathed green and he was invested in Broadway, then he may be a great candidate. We just need to have some resolution and direction of where we want to go with this process and get this process started. The longer we wait, the longer it takes."

Mr. Douglas Harpine remarked, "I called Joe Paxton today. I asked him if we hired your group to headhunt a Town Manager today how long would it take to get an average of eight or ten applicants. He says it fluctuates. We had a large number for Salem in about forty-five days. The first thing is to prepare an ad and get it on the street. I think we ran the Salem ad for about thirty days. Then we started going through them. You get a burst when it first comes out and then another burst on the closing date. He said you're at a good time of finding someone right now. Berkley would propose the A-team for Broadway."

Mr. Chad Comer asked, "Are we each going to give our opinion? Is that what we want to do? I think whoever we hire, we're hiring for a five year span maybe. I don't think any manager is going to stick around for more than five years anymore today. You're not going to get ten years, fifteen years out of them. Possibly. Hopefully you would. Hopefully the ideal thing is they'd stay here ten or fifteen years. I think the sooner and the faster we could get someone in here to manage and run the town, the better off we'll be. I think if we go with one of these groups, it's going to be a three month, four month process. So we're looking fall before we even get anything in here to start. That's my two cents."

Mr. Harpine asked, "So you're saying no to the groups?"

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Mr. Comer remarked, "I would prefer not to use the groups. I would prefer just to go through VML. We could update that VML listing and give a lot more information as Bev and I have talked about, with how many subdivisions we have, the school system, the parks, the inner workings of Broadway. And I still think we'd pull good candidates. You said we've already pulled how many?"

Mayor Jordan responded, "So we've got an individual that's reached out. I've talked to him, he talked to Bob. Bob was very impressed with him. He's from Tappahannock. He's very interested. So, that's just through VML."

Mr. Harpine asked when the ad started running.

Ms. London responded that the ad with VML started running on the 25th.

Ms. Orebaugh commented that the ad could be updated with additional information without removing the ad from the VML website.

Mayor Jordan acknowledged Mr. Comer's opinion of the hiring process and then asked Mr. Richard Fulk his opinion.

Mr. Richard Fulk stated, "Whatever the majority wants to do. I've thought about and gone different ways and I agree that we need somebody good and we need them as quick as we can get them."

Mr. Harpine stated, "We need to talk about the compensation package and all that kind of stuff before we start talking to anybody."

Council members agreed they would have to discuss compensation and negotiating a contract with whoever is hired.

Ms. London remarked, "I know we need somebody in here but I am concerned with getting the right somebody. And if we think we can vet those applicants ourselves. I'm not doing it alone. You're not doing it alone. You're not doing it alone. So, everybody has to agree to be part of that. Because it will be our responsibility."

Council members all agreed that they would be willing to be part of the interviewing process.

Mr. Chad Comer asked if VML was the only website on which the Town had advertised.

Ms. Cari Orebaugh responded that the Town could also advertise on LinkedIn as well as some other places.

Mr. Leslie Fulk remarked, "I too think that if there are other avenues out there then we should think about those. I think that if somebody's out there that wants to move from their current Town Manager's job to somewhere else for a fresh start or something, they're going to be looking through VML. Or even if there's someone who's just decided they want to be a town manager as a first job. They would have done their research to know that VML is the correct avenue to pursue. And, with that in mind, I am inclined to agree with Chad. I think we can expand our advertising opportunities maybe. We can cancel that VML ad in a week or whatever and start a fresh one that might somehow have verbiage in it that attracts somebody."

Council members briefly discussed updating the VML ad.

Mr. Travis Driver stated, "And if we haven't seen a candidate that we like in three or four weeks..."

Ms. London remarked, "We can always start that process with the other guys. I think we give this a shot."

A citizen asked why not make Ms. Orebaugh Town Manager.

Mr. Harpine responded, "We've had that conversation."

Ms. Orebaugh responded, "I am the Deputy Town Manager, but thank you."

Mr. Chad Comer responded, "Cari is one of the most valuable employees that was hired for the Town of Broadway in the last ten years. She's been invaluable in helping me through the years since I've been on Council even when she was with BHP. She is very knowledgeable. She has great relationships with people. But I do not think Cari wants that. If it's something she strives for she really wants to do or she

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would be. I think she could do the job but as I said, she's a very valuable person to our Town, to our employees, to the whole working system of Town."

Mayor Jordan summarized, "The consensus I'm hearing is that we take, and we revamp the ad that is on VML. Add some additional information there. And we run it for a week, two weeks, to see how many we get."

Ms. Orebaugh advised that she could make any changes to the ad, add it to LinkedIn and shorten the response time for applications to May 24th, 2024.

Ms. London advised she would get the changes to Ms. Orebaugh.

Mr. David Emswiler commented, "I'm not saying it's not a good idea to do exactly what you're saying but it sounds like you're rushing it pretty quick to try and get applications in here in three weeks' time so you can start reviewing this. Because if you've got a person out there that looks at the Town of Broadway and they are seriously thinking about, 'I want to apply here', they're going to investigate the Town of Broadway. It might take more than a day or two to figure out what Broadway's like, what the community's like."

Mayor Jordan responded, "Well, and I don't disagree with you, David. But if we put a three week time limit on it, then we have an opportunity to evaluate what applications we have. That's just three weeks. We're still not going to get them on board for at least another month, month and a half."

Mr. Harpine stated, "Most of them give thirty days' notice."

Mr. Emswiler remarked, "I'm not talking about the person coming on board. I'm talking about you might end up putting yourself in the same position Doug is in. You've got three or four flunkies that can't find work anywhere."

Ms. Orebaugh suggested, "You could say the application review process will begin on that date."

Mr. Harpine asked when the attorney will be looking over the contract as that will take a while also. Council needs to know what to tell any applicants they interview.

Council members agreed to start that process with the attorney immediately.

Mayor Jordan called a five-minute recess prior to the Closed Session.

Closed Session – Personnel Matters, Virginia Code 2.2-3711(A)(1) and (A)(8)

At 8:09 p.m., Mr. Richard E. Fulk moved, seconded by Mr. Chad L. Comer, that the Town Council convene in closed session pursuant to the provisions of Virginia Code 2.2-3711(A)(1) to discuss matters regarding the performance of specific public officers of the Town, namely, a member of the Town Council. The motion was approved with the following recorded roll call vote:

Leslie E. Fulk	Aye	Richard E. Fulk	Aye
Travis M. Driver	Aye	Chad L. Comer	Aye
Beverly L. London	Aye	David L. Jordan	Aye
Douglas W. Harpine	Aye		

At 9:04 p.m., Ms. Beverly L. London moved, seconded by Mr. Travis M. Driver to certify that to the best of each member's knowledge (i) only public business matters lawfully exempted from open meeting requirements under this chapter and (ii) only such public business matters as were identified in the motion by which the closed meeting was convened were heard, discussed or considered in the meeting by the public body.

If any member of the public body who believes that there was a departure from the requirements of clauses (i) and (ii), shall so state prior to the vote, indicating the substance of the departure

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that, in his judgment, has taken place. The motion was approved with the following recorded roll call vote:

Leslie E. Fulk	Aye	Richard E. Fulk	Aye
Travis M. Driver	Aye	Chad L. Comer	Aye
Beverly L. London	Aye	David L. Jordan	Aye
Douglas W. Harpine	Aye		

With no further business to discuss, at 9:06 p.m., Mr. Douglas W. Harpine made a motion to adjourn the meeting. Mr. Richard E. Fulk seconded the motion which was approved with the following recorded roll call vote:

Leslie E. Fulk	Aye	Richard E. Fulk	Aye
Travis M. Driver	Aye	Chad L. Comer	Aye
Beverly L. London	Aye	David L. Jordan	Aye
Douglas W. Harpine	Aye		

_____Mayor
David L. Jordan

_____Town Clerk
Donna Lohr