



CLERK'S BOARD SUMMARY

REPORT OF ACTIONS OF THE FAIRFAX COUNTY BOARD OF SUPERVISORS

**TUESDAY
April 23, 2013**

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Budget Mark-Up Session

10-13

DET:det

At a Budget Mark-Up meeting of the Board of Supervisors of Fairfax County, Virginia, held in the Board Auditorium of the Government Center at Fairfax, Virginia, on Tuesday, April 23, 2013, at 10:05 a.m., there were present:

- Chairman Sharon Bulova, presiding
- Supervisor John C. Cook, Braddock District
- Supervisor John W. Foust, Dranesville District
- Supervisor Michael Frey, Sully District
- Supervisor Penelope A. Gross, Mason District
- Supervisor Patrick S. Herrity, Springfield District
- Supervisor Catherine M. Hudgins, Hunter Mill District
- Supervisor Gerald W. Hyland, Mount Vernon District
- Supervisor Jeffrey C. McKay, Lee District
- Supervisor Linda Q. Smyth, Providence District

Others present during the meeting were Edward L. Long Jr., County Executive; David P. Bobzien, County Attorney; Cynthia L. Tianti, Deputy County Attorney; Catherine A. Chianese, Assistant County Executive and Clerk to the Board of Supervisors; Patti M. Hicks, Chief Deputy Clerk to the Board of Supervisors; Denise A. Long, Deputy Clerk to the Board of Supervisors; Ekua Brew-Ewool and Dianne Tomasek, Administrative Assistants, Office of the Clerk to the Board of Supervisors.

BOARD MATTER1. **MOMENT OF SILENCE** (10:05 a.m.)

Chairman Bulova asked everyone to keep in thoughts those who lost their lives and those who were injured in the Boston Marathon, their families and friends, as well as those from the town in West Texas where a fertilizer plant exploded and many lost their lives and homes.

Supervisor Hudgins asked everyone to keep in thoughts the family of Dr. John T. Dockery, an early resident of Reston who served on the Reston Community Association Planning and Zoning Committee, one of the earliest citizen planning groups in the County. He was part of many of the early community organizations. Professionally he was well-known as a scientist, particularly in the field of space. She noted that he would have wanted to be remembered for his enormous contributions to the Reston community and added that his papers have been sent to George Mason University as part of the history part of Reston.

Supervisor Cook said that the Kings Park community lost one of the lions of the community last week when Mr. Gene Mercer died. He was a former civic association president, a long-time former president of Royal Pool, and a big part of the community revitalization program who was very active in the community. He added that Mr. Mercer was the father of Nancy Mercer who is known to many of those on the Board for her work with The ARC. Supervisor Cook noted that there will be memorial services next week and asked everyone to keep his family in thoughts.

Supervisor Cook reminded the Board that on February 28, Officer Dinh of the County Police Department responded to a call in the Braddock District which resulted in a high-speed chase and caused the officer to suffer significant injuries. He is still in rehabilitation and the full prognosis is still unknown. Supervisor Cook added that Officer Dinh was raised in Springfield and attended college at George Mason University. On Sunday, April 28, Lodge 77 of the Fraternal Order of Police, will be holding a fundraiser for him and his family at Hard Times Café in Fairfax City from 12 p.m. to 7 p.m. Supervisor Cook said he will be there around 2 p.m. and invited others who wish to attend to do so, and even more importantly, to contribute on-line.

Supervisor Hyland said that he was informed yesterday that Mrs. Fredona Gartlan died; she was the wife of former State Senator Joe Gartlan. He said she was at the right and the left hand of her husband for many years and was particularly involved in issues concerning mental health. He asked everyone to keep her family in thoughts.

Supervisor Gross noted that Officer Dinh is assigned to the Mason District Station and asked everyone to support the effort to get him back on his feet. Additionally, she added that in both the Boston Marathon and West Texas tragedies, there was a loss of life of public safety personnel.

AGENDA ITEMS**2. 10 A.M. – BOARD DECISION ON THE COUNTY'S AND SCHOOL'S FISCAL YEAR (FY) 2013 THIRD QUARTER REVIEW****AND****BOARD MARKUP OF THE COUNTY EXECUTIVE'S FY 2014 ADVERTISED BUDGET PLAN AND THE FY 2014 ADD-ON PACKAGE**
(10:13 a.m.)

(SARs)

(FPR)

Following remarks, Chairman Bulova relinquished the Chair to Vice-Chairman Gross and stated that she would move approval of the separate motions for the FY 2013 Third Quarter Review and the FY 2014 Mark-Up and FY 2015 Budget Plan Recommendations.

Chairman Bulova moved approval of the *FY 2013 Third Quarter Review* including approval of Supplemental Appropriation Resolution (SAR) AS 13227 and amendment to the Fiscal Planning Resolution (FPR) AS 13901 which includes the revenue, expenditure and transfer adjustments and grant awards and adjustments and associated reserve adjustments contained in the County and School's Third Quarter Review and SAR AS 12147 which reflects final FY 2012 audit adjustments. Supervisor Hyland seconded the motion and it carried by unanimous vote.

Chairman Bulova outlined the budget proposal as follows:

1. The Board maintains the County Executive's recommendation that no employee compensation increases be funded in FY 2014 except for the longevity step included in the Advertised Budget. The Board also confirms the FY 2015 assumptions for employee compensation that include a formula-based Market Rate Adjustment, longevity increases for public safety employees, classification review adjustments (which includes Fire and Rescue classes and Police Captains among others), and a reduction in the Police employee retirement contribution rate. These funding requirements are already included in the FY 2015 budget proposal. In addition, staff will review appropriate changes to the Social Security offset for service-connected disability retirements. In addition, the Board supports the employee development and succession planning elements of the County Executive's STRIVE proposal and directs that staff proceed in implementing these initiatives. The important elements of ensuring cross-training and building capacity are essential as the County moves forward. The Board will meet at a future Personnel Committee to discuss the sustainable compensation recommendations made by the County Executive in the STRIVE proposal. More information about employee compensation is included in the Budget Guidance.

2. The Board confirms the County Executive's recommended operating transfer to the County Public Schools reflecting an increase of two percent over FY 2013. In addition, based on anticipated resources for FY 2015, the FY 2015 assumption for the increase to the operating transfer to the Public Schools is adjusted from three percent to two percent.
3. The Board reduces the Real Estate Tax Rate from the recommended rate in the FY 2014 Advertised Budget Plan from \$1.095 to \$1.085 per \$100/assessed valuation. To offset this reduction of \$20.6 million in revenue, the following adjustments are made:
 - Utilize \$3.4 million of the add-on balance
 - Recognize \$3.3 million in additional projected recurring FY 2014 revenue from Business Professional and Occupational License (BPOL), Bank Franchise and Recordation revenue categories based on Spring 2013 receipts
 - Recognize \$1.3 million in additional projected recurring interest revenue as a results of a review of the investment maturity horizon
 - Eliminate the \$1.0 million increased contribution to Fire and Rescue vehicle replacement and continue to review the requirements for ambulance and large apparatus replacement and consider use of end of the year balances to meet the requirements.
 - Reduce the estimated 8 percent increase in the health insurance premiums for employee and employer to approximately 7 percent and review fringe benefits for other savings based on actual experience for a total savings of \$1.5 million.
 - Eliminate the \$1.5 million FY 2014 funding increase to the Self Insurance fund to maintain the Catastrophic Reserve at the current level and use one-time balances to shore up this reserve as necessary.
 - Begin funding General Fund ADA improvements to meet Department of Justice audit settlement out of carryover balances reflecting the short time nature of these costs resulting in a savings of \$1.9 million.

- Accelerate planned organizational efficiencies to generate savings of \$1.0 million including the reorganizations in the SACC program, Library services, and other County programs.
 - Utilize \$4.0 million in balance in the County Transit fund that was held in reserve for future Silver line requirements assuming review of funding sources in FY 2015 for this purpose.
 - Utilize the \$1.2 million "Other" reserve balance in the Department of Vehicle Services Fund not necessary for scheduled vehicle replacement.
 - Utilize the \$0.5 million FY 2013 Transportation Reserve.
4. These adjustments and the Add-On balance offset the reduction in the Real Estate Tax Rate and result in an available balance of \$1.2 million which will be used for the following adjustments or budget direction:

PMH:pmh

- No additional funding is provided for the expansion of the **Head Start program** due to concerns over the projected loss of federal funds for the existing program as a result of Sequestration. The Board directs staff to review the Sequestration impact on Head Start and return with recommendations to minimize the impact of cuts on children currently enrolled in Head Start. In the event that federal funding cuts are not made to the Head Start program, staff is also directed to return to the Board with options for addressing the current waiting list for early childhood development services. This review shall include options for provision of early childhood development services that may be less expensive than the current federal or classroom based models.
- Additional service hour recommendations, including, but not limited to, expansion of midday and late night CONNECTOR service in the Reston area when the Silver Line begins to operate to ensure additional service hours, should be presented to the Board for consideration and prioritization. Any additional service requirements should be funded within new revenues from HB 2313 and the increase in the Commercial and Industrial (C&I) tax rate to \$0.125.
- Staff is directed to work within the revised funding level for the *Community Health Care Network*, maximizing

efficiencies so that service remains unchanged and is not diminished. It is anticipated that the proposed reduction will not impact service. Staff will update the Board on any service impacts as necessary.

- Identify \$1 million in the Sequestration Reserve (containing \$8.1 million) to specifically address potential requirements in Human Services consistent with the testimony of the Human Services Council. This funding will remain in the Sequestration Reserve.
- Staff is directed to identify options and return to the Board with a plan for employment services to support the targeted FY 2014 Housing Blueprint goals. An initial funding amount of \$200,000 is provided pending these recommendations and approval by the Board.
- No funding is included however one of the positions identified for elimination in the Fairfax-Falls Church Community Services Board's (CSB) budget is maintained to accommodate the need to monitor implementation of the Department of Justice settlement concerning the Northern Virginia Training Center.
- Staff is directed to identify requirements to address **youth behavioral human services requirements in schools and in the broader community**. The discussion will focus on work already underway as part of the collaboration between the County and FCPS to identify the appropriate prevention, early intervention and treatment services that are necessary to deal with behavioral health issues and to best leverage the current services provided within the schools as well as more broadly in the community. The review will include an evaluation of possible strategies presented by the CSB as part of the FY 2014 budget discussions as well as the service concerns heard by the Human Services Council. A comprehensive recommendation will be provided to the Human Services Committee of the Board of Supervisors (to which the School Board will be invited) in Fall 2013. This funding of \$200,000 is seed money for this initiative.
- Accept the program modifications to the **Service Source contract for mailroom services** and partially restore funding of **\$118,068** pending a more comprehensive review of employment opportunities for persons with disabilities in the County.

- Restore funding of **\$234,863** for the Police Department Station Logistics Program including 4/4.0 FTE positions.
- Restore **\$110,000** in funding for the Computer Learning Centers (CLC) at three elementary schools but also direct staff of the County Public Library and Department of Neighborhood and Community Services to explore relocating these three CLC centers to more of a community based setting if and where possible.
- Restore **\$255,000** and 3/3.0 FTE of the positions and funding identified for reduction to maintain security at various Juvenile and Domestic Relations District Court hearings and some Circuit Court civil hearings while eliminating funding and staffing as proposed at status hearings. In addition, staff is directed to review the possibility of increasing fees related to use of the Courthouse to potentially offset some of the cost of courtroom security in the future.
- Add funding of **\$5,000** for the Northern Virginia 4-H Education Center.
- Fund **\$200,000** for renovations to Park Authority tennis and basketball courts from the Park Authority Non-Appropriated Capital Fund Contingency Project.

After all necessary Managed Reserve Adjustments, these adjustments result in a balanced FY 2014 budget and an FY 2015 projected shortfall of just under \$32 million.

5. In addition, the other tax and fee adjustments included in the budget are:

- Approval of proposed **Sewer Ordinance Changes**
 - Increase residential base charge from \$5.50 to \$12.79/quarter
 - Increase base charge for larger water meters as proposed
 - Effective date of base charge July 1, reflective on water bill on October 1
- Approval of **Land Development Services fees** for plan review, permits and inspection services, to become effective July 1, 2013, resulting in \$480,000 in additional

revenue already included in the FY 2014 Advertised Budget and approve changes to the Zoning Application Fee schedule with an effective date of April 24, 2013, resulting in a possible loss of revenue of \$30,000 already included in the FY 2014 Advertised Budget.

- Amend and readopt Section 4-10-5 of the County Code and to increase the **C&I Tax from \$0.11 to \$0.125** per \$100 of assessed value consistent with the Board's Four Year Transportation Program and as required by HB 2313 in order for the County to be eligible for the additional transportation revenues approved as part of the 2013 General Assembly.
- Set the tax rate for the **Tysons Transportation Service District at \$0.04** per \$100 of assessed value for FY 2014 as recommended by the Tysons Transportation Service District Advisory Board. The Advisory Board endorsed a tax rate model with the following rates: a tax rate of \$0.04 in FY 2014, \$0.05 in FY 2015, and \$0.06 in FY 2016, and not increasing to \$0.07 until FY 2032. Future year rates will be reviewed in the context of transportation priorities and the rate of development, with annual recommendations by the Advisory Board prior to action by the Board of Supervisors.

Therefore, having provided public notice and conducted a public hearing as required by Virginia law, Chairman Bulova **moved approval of the FY 2014 Budget as Advertised, with the changes just summarized** (as detailed in the "Adjustments to the Multi-Year Budget: FY 2014 and FY 2015 Proposal" package), advertised changes to other taxes and fees, amendment and re-adoption of Section 4-10-5 of the County Code as noted above, and required Managed Reserve adjustments. The tax and fee increases become effective on and after July 1, 2013, unless otherwise noted. **These actions result in a balanced budget for FY 2014.** Vice-Chairman Gross seconded the motion.

Supervisor Smyth called the Board's attention to the following recommendation, (page 8 of the handout):

- Staff is directed to identify requirements to address youth behavioral human services requirements in schools and the broader community. The discussion will focus on work already underway as part of the collaboration between the County and FCPS to identify the appropriate prevention, early intervention and treatment services that are necessary to deal with behavioral health issues and to best leverage the current services provided within the schools as well as more broadly in the community. The review will include an evaluation of possible strategies presented by the Fairfax-Falls Church Community Services Board as part of the FY 2014 budget discussions as well as the service concerns heard by the Human Services Council. A comprehensive

recommendation will be provided to the Human Services Committee of the Board of Supervisors (to which the School Board will be invited) in Fall 2013. This funding of \$200,000 will be held in reserve until the Board approves the recommendations for its use.

Following discussion, with input from Susan Datta, Director, Department of Management and Budget, regarding the \$200,000 that will be held in reserve until the Board makes a decision on how it's to be allocated, Supervisor McKay asked to amend the motion to clarify that the \$200,000 would only be disbursed after a plan is presented and approved by the Board, and this was accepted.

A brief discussion ensued regarding the amendment to the motion.

Supervisor Foust called the Board's attention to the following recommendation regarding the Head Start program (page 6 of the handout):

- In the event that federal funding cuts are not made to the Head Start program, staff is also directed to return to the Board with options for addressing the current waiting list for early childhood development services.

Supervisor Foust suggested that the Board:

- Delete the following: "In the event that federal funding cuts are not made to the Head Start program"

Discussion ensued regarding the proposed amendment and sequestration.

Chairman Bulova clarified the motion as follows:

- Whether or not federal funding cuts are made to the Head Start program, staff is directed to return to the Board with options for addressing the current waiting list for early childhood development services in advance of the FY 2015 budget. This review shall include options for provision of early childhood development services that may be less expensive than the current federal or classroom based models. Options for expanding early childhood development services should be presented at a joint meeting of the Board of Supervisors and the School Board.

A brief discussion ensued regarding the Head Start Program.

EBE:ebe

Chairman Bulova asked unanimous consent that the Board direct staff to make sure the newly created paragraph is also reflected in the Budget Guidance. Without objection, it was so ordered.

Following discussion regarding the multi-year budget proposal, citizens pay cut, tax increases in the Government, State, and Federal levels, Supervisor Herrity announced that he will not support the motion.

Vice-Chairman Gross announced that the Personnel Committee is scheduled to meet on May 21, 2013, and a proposal from the Employee Advisory Council on employee compensation will be discussed. A follow-up meeting is currently scheduled for July 9, 2013 (sic).

Discussion ensued regarding:

- Employee compensation
- The tax rate
- Further reductions in the budget
- Absence of growth rate in commercial assessments
- Compromise to reach a balanced budget
- Debt management and facilities management
- Behavior health initiative
- Mental health of children and Head Start program
- Human Services Reforms
- Restoration of some proposed cuts

DAL:dal

Following additional comments from Board Members, the question was called on the motion, as amended, and it **CARRIED** by a recorded vote of nine, Supervisor Cook, Supervisor Foust, Supervisor Frey, Supervisor Gross, Supervisor Hudgins, Supervisor Hyland, Supervisor McKay, Supervisor Smyth, and Chairman Bulova voting “**AYE**,” Supervisor Herrity voting “**NAY**.”

Chairman Bulova moved Board approval of the following Budget Guidance for FY 2014 and FY 2015:

Employee Compensation and Development

The Board appreciates that employees have continued to provide quality services to County residents with professionalism and dedication, even in the face of pay freezes and tough economic times. Their efforts have not gone unnoticed by the Board. The creation of a fair and sustainable compensation package for

implementation in FY 2015 is a critical element in the long-term stability of the County workforce.

The County Executive's proposed STRIVE initiative has two components that are supported by the Board and employee groups: succession planning and the creation of a performance measurement tool for General County employees. The Board directs staff to continue work that has already begun on the implementation of these two initiatives. The important elements of ensuring cross-training and building capacity are essential as the County moves forward.

At future Personnel Committees meetings the Board will discuss the sustainable compensation recommendations made by the County Executive in the STRIVE proposal.

The Board reaffirms its commitment to work with employee groups to develop and refine an overall pay structure that: provides compensation adjustments based on inflation and other economic factors; awards employees for satisfactory job performance; addresses longevity factors for long-tenured employees; and develops a cohesive plan for conducting market studies and ensuring that County job classes maintain equity and competitiveness within the region.

Amendments and alternatives to the proposed STRIVE proposal shall be developed and presented to the Board prior to the County Executive's FY 2015 budget presentation. It is imperative that employee groups collaborate effectively with each other and with County staff to ensure a new compensation plan that is designed to attract and retain a quality workforce while considering the impact of these decisions on the County tax payer.

For development of the FY 2015 Budget, the Board confirms the County Executive's assumptions for employee compensation that include a formula-based Market Rate Adjustment, longevity increases for public safety employees, classification review adjustments (which include Fire and Rescue classes and Police Captains, among others) as well as funding for a reduction in the Police employee retirement contribution rate. Estimated funding requirements for these items are already included in the FY 2015 budget proposal. In addition, staff will review appropriate changes to the Social Security offset for service-connected disability retirements.

In addition, County staff is directed to return to the Board with impacts and costs associated with federal Health Care law changes passed in 2010. These updates should be provided in advance of final implementation so that decisions may be made about changes to the County's health care plans as required.

Fairfax County Public Schools

The Board is very supportive of the Fairfax County School Board's decision to participate in the Virginia School Efficiency Review to improve the financial and operational performance of Fairfax County Public Schools. In the current

economic climate, it is critical to thoroughly explore all opportunities for cost savings and improved efficiency within the County government and schools.

The Board once again encourages the School Board to establish an independent auditor position that would report directly to the School Board. The Board of Supervisors has had an independent auditor since the 1990s and their work has saved millions of taxpayer dollars and resulted in more efficient delivery of services. The creation of a similar position for the School System would give the School Board access to the same kind of resource.

Available Balances

Given the growing list of one-time funding requirements that are currently unfunded and the need to minimize the use of one-time balances for recurring requirements, the Board of Supervisors directs that remaining balances made available at the Carryover and Third Quarter Reviews, which are not required to support critical requirements, be identified for these one-time needs. These requirements include items such as facility repairs, emergency generators for streetlights, hook-ups for generators at County facilities to allow their use as emergency centers, as well as capital expenditures to meet the Americans with Disabilities Act (ADA) improvements required as part of the Department of Justice audit and identified in the settlement agreement signed by the Board of Supervisors on January 28, 2011.

Sequestration Reserve

The Board directs that County staff report regularly on impacts from Sequestration as well as recommend responses to reductions that impact County revenues and programs. In addition the Board directs that staff develop guidelines for the County's approach to addressing Sequestration impacts. Recommendations will take into consideration the severity of the reduction, whether of short term or long term nature and what the cumulative effect of reductions is on County programs.

Human Services

Employment Services to Support the Housing Blueprint Goals

Over the past several years, the Board has heard about the importance of housing services supports and, in particular, the need for employment services that are specific to residents who are homeless. The recent "100,000 Homes" effort and interviews with individuals who are homeless, revealed that many of them have jobs but still cannot escape homelessness. Individuals with few skills or little experience, find limited opportunities for jobs that pay a living wage. Additionally, many who are homeless have barriers including limited transportation, reduced access to educational training, and job support programs. In today's competitive environment, the difficulties of job seeking for individuals who are homeless can be almost insurmountable barriers to employment. Since

the employment model has not yet been developed it is directed that staff work to develop a program, using existing services as a model. An initial investment of \$200,000 is included in the FY 2014 budget.

Northern Virginia Training Center (NVTC) Services

The Fairfax County budget appropriately does not include any additional funds to supplant State resources and cover the current or new costs of residential or day habilitation care for those individuals scheduled to transfer from the NVTC to local community programs and providers. The Board of Supervisors must work with the Northern Virginia State Delegation to ensure State funding mechanisms and rate methodologies are in place to continue funding appropriate to each individual's level of care needs in residential and day habilitation services before individuals are transferred out of NVTC. This issue will be directed to the Board's Legislative Committee. Staff is also directed to pursue opportunities for County utilization of the existing training center properties and facilities.

Head Start

No additional funding is provided for the expansion of the Head Start program due to concerns over the potential loss of federal funds for the existing program as a result of Sequestration. The Board directs staff to review the Sequestration impact on Head Start and return with recommendations to minimize the impact of cuts on children currently enrolled in Head Start. Whether or not federal funding cuts are made to the Head Start program, staff is directed to return to the Board with options for addressing the current waiting list for early childhood development services in advance of the FY 2015 budget. This review shall include options for provision of early childhood development services that may be less expensive than the current federal or classroom based models. Options for expanding early childhood development services should be presented at a joint meeting of the Board of Supervisors and the School Board.

Fairfax-Falls Church Community Services Board (CSB)

As part of the ongoing oversight and review of CSB services, the Board directs that staff return to a future Human Service Committee meeting with updates from the work plan currently underway for the CSB. This will include review of Beeman Commission redesign implementation and options for Intellectual Disability Services.

DET:det

Election Commission Recommendations

The Board is supportive of the items recommended by the Election Commission and approves the use of \$720,000 in funding included in the FY 2014 budget for implementation of recommendations such as the purchase of additional electronic poll books. Actual allocation of this funding will be included as part of the FY 2013 Carryover package in consultation with the staff of the Office of Elections. In addition, the Board supports the inclusion of the first half of

necessary election equipment replacement in FY 2015 as recommended in the County Executive's multi-year budget proposal. This \$6 million is necessary to ensure that the successful replacement of the equipment can be accomplished in advance of the 2016 Presidential election (FY 2017). The balance of the replacement is anticipated to be funded in FY 2016.

Public Safety

The Board directs that the County Executive return with the five-year analysis of staffing requirements for all Public Safety departments to the Board Public Safety Committee by Fall 2013. This review should be based on projected growth and other metrics as outlined by the County Executive in the FY 2014 Advertised Budget Plan.

Stormwater Management

The Board continues to recognize the long-term challenges associated with stormwater management in the County. In FY 2014, the Stormwater Service District rate will remain at FY 2013 adopted level of \$0.020 (two cents) per \$100 of assessed real estate value. This levy will generate just over \$41 million, supporting \$17.6 million for staff and operational costs and \$23.6 million for capital project implementation including infrastructure reinvestment, stream and water quality improvements, regulatory requirements, and dam safety requirements. Stormwater staff is directed to evaluate the required future funding levels to meet the increasing federal and state regulatory requirements pertaining to the Municipal Separate Storm Sewer System (MS4) Permit, and State and Federal mandates associated with the Chesapeake Bay. Later this year staff should present a long-term funding and staffing plan to the Board. It is anticipated that this long-range plan will include a five-year rate plan, a phased approach for funding and staffing, and a public outreach plan to support the anticipated regulatory increases.

Chairman Bulova moved approval of the Budget Guidance which will help direct the FY 2015 Budget process. Supervisor McKay seconded the motion.

Supervisor Frey asked for clarification on page 12 of the April 23 Agenda Item regarding classification review adjustments which include fire and rescue classes and police captains, noting a discussion of the situation with the police captains on Friday and noted the following issues:

- Frequency and regularity of review for police captains versus that for fire and rescue
- Comparisons that were used for the police captains
- Coverage of ramifications below for first and second lieutenant positions

Vice-Chairman Gross and Chairman Bulova assured Supervisor Frey that it was the intent and that they are captured.

Discussion ensued concerning inclusion of the auditor to the School Board in the package. Supervisor Frey noted that the Dranesville Budget Task Force strongly recommended that the School Board hire its own independent auditor and grant the auditor wide-ranging authority; the Lee District Task Force recommended that the School Board adopt the independent auditor position; and the McLean Citizens Association recommended that the School Board restructure its audit committee to align with the structure of the Supervisors' audit committee. Supervisor Herrity noted that he received feedback in a joint meeting with School Board Members that it is their impression that only one or two Supervisors supported this position and he knew that was not the case and wanted to clarify that it is important to the community as well the Board of Supervisors.

The question was called on the motion to approve the Budget Guidance, and it carried by unanimous vote.

3. **BOARD DECISION ON THE FAIRFAX COUNTY CAPITAL IMPROVEMENT PROGRAM (CIP) FOR FYs 2014-2018 (WITH FUTURE FYs TO 2023)** (12:11 p.m.)

Chairman Bulova moved Board approval of the FY 2014-FY 2018 Capital Improvement Program (with future fiscal years to 2023) with the following adjustment:

- Make all necessary adjustments to reflect actions taken during the Board's decision on the FY 2014 Adopted Budget Plan that impact the CIP
- Support the Capital Facilities and Debt Management Joint School Board, County Board Working Group in their efforts to develop recommendations related to the CIP and Debt Management
- In addition, it should be noted that the CIP being approved by the Board of Supervisors includes School bond sales at \$155 million annually and School Bond referenda scheduled for fall 2013 and fall 2015 at \$250 million

Supervisor McKay seconded the motion and it carried by unanimous vote.

Chairman Bulova asked unanimous consent that the Board direct staff to forward copies of everything the Board did today to the Schools and all members of the School Board. Without objection, it was so ordered.

Vice-Chairman Gross returned the gavel to Chairman Bulova.

Chairman Bulova thanked staff, the County Executive, and Board Members for their efforts.

Supervisor Hudgins submitted an item for the record.

Chairman Bulova noted that Supervisor Hudgins would present a Board Matter at the next Board meeting regarding a Kindergarten Readiness Plan.

4. **BOARD ADJOURNMENT** (12:16 p.m.)

The Board adjourned.