

**Work Session Agenda
Staunton City Council
Rita S. Wilson Council Chambers
February 10, 2022
5:30 p.m.**

- | | | |
|------------------|-----------|--|
| 5:30 p.m. | 1. | Consideration of Work Session and Regular Meeting Agendas |
| 5:35 p.m. | 2. | Presentation of Quarterly Financial Report |
| 5:50 p.m. | 3. | Discussion of City Manager Search Process |
| 6:15 p.m. | | Break |
| 6:35 p.m. | 4. | Roll Call |
| 6:45 p.m. | 5. | Closed Meeting for: (i) Consultation with Legal Counsel for Necessary Legal-Related Advice and Discussion Regarding the Order to Show Cause Concerning the Staunton Juvenile and Domestic Relations District Courts Facilities; (ii) Discussion Regarding Specific Personnel Matters Involving the Appointment of an Interim City Manager |
| 7:15 p.m. | | Break |

**Regular Meeting Agenda
Staunton City Council
Rita S. Wilson Council Chambers
February 10, 2022
7:30 p.m.**

Call to Order

Pledge of Allegiance

Invocation/Moment of Silence—Oakes

Mayor's Report

Proclamation—Staunton Wild Cats

Additional Items by Members of Council

Approval of Minutes

Special Meeting of January 19, 2022

Work Session and Regular Meeting of January 27, 2022

REGULAR MEETING

- A. Consideration of the Proposed Capital Improvement Plan FY2022—
FY2026**
- B. Discussion and Consideration of the Equity and Diversity
Commission**
- C. Recycling Center Update**
- D. Discussion of Shenandoah Valley Animal Services Center**

Matters from the Acting City Manager

Matters from the Public*

Adjournment

***Public Participation**

For instructions on how to participate in a Public Hearing and Matters from the Public portions of the City Council meeting visit www.staunton.va.us/council.

City Grants Update

Per **Council Procedure Memorandum No. 5, Grant Applications**, grants that do not require City funds or property to be contributed as a matching share do not require City Council approval. However, Council's procedure requires that the City Manager report all such grants to Council no later than the second meeting of City Council following their approval and submittal by the City Manager. Recently approved and submitted grants include:

Police Department: Highway Safety Project Grant through the Department of Motor Vehicles, for overtime funding for officers to conduct increased traffic enforcement. Along with enforcement, this grant focuses on education and reaching as many people as possible to increase safety awareness.

Grant Amount: \$13,144, with \$13,144 to be matched via overtime, fuel and maintenance costs already expended by the department.

CITY COUNCIL



AGENDA BRIEFING

Staunton, Virginia

Meeting Date:	February 10, 2022	City Council
Item #	1	
Department:	City Council	
Alignment with Staunton Plan (Value/Strategic Area):	Values: Integrity Engagement	
Subject:	Work Session and Regular Meeting Agendas	

Background: Consistent with Procedural Memorandum No. 3, attached are draft meeting agendas for City Council’s consideration and for approval as Council prefers.

Suggested Motion: I move to approve the Work Session agenda and the Regular Meeting agenda [as presented] [with the following changes: as to the Work Session, the addition/deletion of _____; as to the Regular Meeting, the addition/deletion of _____].

Acting City Manager: Leslie Beauregard

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CITY COUNCIL



AGENDA BRIEFING

Staunton, Virginia

Meeting Date:	February 10, 2022	Staff Member: Phil Trayer
Item #	2	
Department:	Finance	
Alignment with Staunton Plan (Value/Strategic Area):	Value: Excellence Strategic Area: Responsible, Efficient Government	
Subject:	Presentation of Quarterly Financial Report	

Background: Phil Trayer, Chief Finance Officer, will present a financial report for the second quarter of fiscal year 2022. The quarterly financial report, the sales, meals, lodging tax report, and the golf income and expense report, are attached. **Other performance data from the golf course will be provided prior to the meeting.**

Attachments:

- Attachment 1—Financial Report/Sales, Meals and Lodging Tax Reports
- Attachment 2—Golf Income/Expense Report

City Manager’s Recommendation: Not applicable.

Suggested Motion: Not applicable.

Acting City Manager: Leslie Beauregard

FY 2022 FINANCIAL REPORT - UNAUDITED
DECEMBER 2021

GENERAL FUND REVENUES	FY2022 BUDGET	ACTUAL YTD	AVAILABLE BUDGET	% RECEIVED	Comment
PROPERTY TAXES					
Real Estate Taxes 2022 (75%) & 2021 (25%)	\$ 20,167,363	\$ 2,581,087	\$ 17,586,276	13%	75% of 2022 Taxes due June 20, 2022 25% of 2022 Taxes due Dec 5, 2021
Real Estate - Public Service	905,000	932,465	(27,465)	103%	100% of 2022 Taxes due Dec 5, 2021
Real Estate - Interest	150,000	52,840	97,160	35%	
Real Estate- Penalty	115,000	83,571	31,429	73%	
Real Estate Tax -Downtown Serv District	120,000	29,161	90,839	24%	25% due Dec 5; 75% due June 21
Personal Property Taxes 2022-...	5,525,000	5,655,419	(130,419)	102%	100% of 2022 PP Tax due December 5, 2021
Personal Property Taxes -Prior Written Off	-	249	(249)		#DIV/0!
Personal Property Taxes- Public Service	2,700	2,858	(158)	106%	
Personal Property -Interest	65,000	49,403	15,597	76%	
Personal Property - Penalty	85,000	62,985	22,015	74%	
Machinery & Tools Tax	450,000	400,020	49,980	89%	100% Tax Due December 5, 2021
TOTAL PROPERTY TAXES	\$ 27,585,063	\$ 9,850,057	\$ 17,735,006	36%	
OTHER LOCAL TAXES					
Business & Occupational Licenses	\$ 2,040,000	\$ 130,499	\$ 1,909,501	6%	BPOL License due March 1, 2022
Water Utility Tax	285,000	115,655	169,345	41%	Paid Monthly w/ 1-2 months delay in collection
Gas Utility	298,000	103,955	194,045	35%	Paid Monthly w/ 1-2 months delay in collection
Electric Utility	585,000	243,672	341,328	42%	Paid Monthly w/ 1-2 months delay in collection
Local Sales Tax	4,662,500	1,334,893	3,327,607	29%	Paid Monthly w/ 2 months delay in payment from State
Bank Stock	485,000	494	484,506	0%	Paid in June
Recordation	220,000	162,367	57,633	74%	Paid Monthly w/ 1 month delay in collection
Cigarette Tax	385,000	205,179	179,821	53%	Paid at sale date, no delay in collection
Lodging Tax	760,000	528,053	231,947	69%	Paid Monthly w/ 1 month delay in collection
Meals Tax	4,300,000	2,336,132	1,963,868	54%	Paid Monthly w/ 1 month delay in collection
Probate Tax on Wills	7,000	5,729	1,271	82%	
Short Term Rental Tax	23,000	7,854	15,146	34%	
Local Communications Tax	1,100,000	340,715	759,285	31%	Paid Monthly w/ 1-2 months delay in collection
TOTAL OTHER LOCAL TAXES	\$ 15,150,500	\$ 5,515,197	\$ 9,635,303	36%	
PERMITS					
Short Term Rental Registration/Precious Metal	\$ -	\$ 300	\$ (300)		#DIV/0!
Judicial Charges for Services	900	416	484	46%	
Public Safety Charges for Services	197,000	98,337	98,663	50%	
Planning and Development Charges for Services	10,500	6,875	3,625	65%	
TOTAL PERMITS	\$ 208,400	\$ 105,928	\$ -	\$ 102,472	51%

DECEMBER 2021

GENERAL FUND REVENUES	FY2022 BUDGET	ACTUAL YTD	AVAILABLE BUDGET	% RECEIVED	
FINES & FORFEITURES					
Circuit Court Fines	\$ 168,000	\$ 61,788	\$ 106,212	37%	
Court Recorder Fees	46,000	29,025	\$ 16,975	63%	
Courthouse Maintenance Fee	12,000	3,905	8,095	33%	
Animal Control Fines	6,000	2,904	3,096	48%	
TOTAL FINES & FORFEITURES	\$ 232,000	\$ 97,622	\$ 134,378	42%	
REVENUE FROM USE OF PROPERTY					
Interest Revenue	\$ 100,000	\$ 48,901	\$ 51,099	49%	
Rental of Real Property	54,000	38,350	15,650	71%	
Rental of Real Property-Recreation	5,500	2,675	2,825	49%	
TOTAL REVENUE FROM USE OF PROPERTY	\$ 159,500	\$ 89,926	\$ 69,574	56%	
CHARGES FOR SERVICES					
Property Clean Up Fees	\$ 2,000	\$ 4,330	\$ (2,330)	216%	
Payment in Lieu of Tax from Proprietary Funds	1,217,260	-	1,217,260	0%	Allocation transfers from Enterprise Funds
DMV Stop Fees	6,000	3,071	2,929	51%	
Administrative Fees	18,000	6,043	11,957	34%	
Judicial Operations Charges for Services	70,167	35,588	34,579	51%	
Public Safety Tax Exempt Service Charge	6,400	6,972	(572)	109%	
Sale of Publications & Maps	-	152	(152)	#DIV/0!	
Recreation Charges for Services	\$ 536,075	258,172	277,903	48%	
TOTAL CHARGES FOR SERVICES	\$ 1,855,902	\$ 314,328	\$ 1,541,574	17%	
MISCELLANEOUS					
Sale of Salvage & Surplus	\$ 15,000	\$ 13,182	\$ 1,818	88%	
Payment in Lieu of Taxes SRHA	14,000	13,923	77	99%	
Miscellaneous	-	11,092	(11,092)	#DIV/0!	
TOTAL MISCELLANEOUS	\$ 29,000	\$ 38,198	\$ (9,198)	132%	
RECOVERED COSTS					
Wellness Program Reimbursement	\$ 12,500	\$ -	\$ 12,500	0%	
Recovered Costs - Courts	58,000	-	58,000	0%	
Recovered Costs- Public Safety	615,735	646,825	(31,090)	105%	Buy-In from Harrisonburg/Rockingham for Regional Jail
Recovered Costs- Police Security	45,000	16,481	28,519	37%	
Recovered Costs- Insurance Recovery	-	17,490	(17,490)	#DIV/0!	
Recovered Costs- Public Works	25,000	3,032	21,968	12%	
Recovered Costs- Education	379,000	-	379,000	0%	Software Annual Costs and Bus Mechanic Services
Recovered Costs- Recreation/ Library	55,000	29,653	25,347	54%	Talking Book Center Reimbursement
TOTAL RECOVERED COSTS	\$ 1,190,235	\$ 713,481	\$ 476,754	60%	

DECEMBER 2021

GENERAL FUND REVENUES	FY2022 BUDGET	ACTUAL YTD	AVAILABLE BUDGET	% RECEIVED	
COMMONWEALTH OF VIRGINIA REVENUE					
Public Facilities Tax	\$ 50,000	\$ 15,763	\$ 34,237	32%	State sales tax revenue from Hotel 24 South
Recordation	45,000	-	45,000	0%	
Rolling Stock Taxes	9,600	10,097	(497)	105%	
Motor Vehicle Rental Tax	87,500	61,301	26,199	70%	
HB599 Law Enforcement	954,888	477,490	477,398	50%	Quarterly Payments from State
Personal Property Tax Relief Act (PPTRA)	1,652,000	1,321,760	330,240	80%	
Recordation - Grantor's Tax	50,000	38,923	11,077	78%	
Juror/Witness Fees	10,000	225	9,775	2%	
DCJS- Victim Witness Grant	25,000	(10,879)	35,879	-44%	
DMV Four for Life Funds	23,500	22,774	726	97%	
DMV Animal License Plates	750	101	649	13%	
State Crime Forfeited Assets- Police	-	20,736	(20,736)	#DIV/0!	Revenue based on criminal drug activity
Fire Programs Fund	88,000	96,112	(8,112)	109%	
E911 Wireless Funds	95,000	56,070	38,930	59%	Grants from the Wireless Board of Virginia
Street & Highway Maintenance	4,290,000	1,093,080	3,196,920	25%	Quarterly Payments from State
Miscellaneous State Aid	-	6,768	(6,768)	#DIV/0!	
Public Assistance	1,521,908	387,524	1,134,384	25%	
CSA Administrative Fees	10,787	10,787	-	100%	
Comprehensive Services Act (CSA)	2,212,100	368,079	1,844,021	17%	
VA Comm for the Arts	4,500	-	4,500	0%	
Library	155,000	84,502	70,499	55%	Quarterly Payments from State
Commissioner of Revenue	132,408	55,381	77,027	42%	
Treasurer	130,338	43,944	86,394	34%	
Electoral Board & Registrar	73,926	-	73,926	0%	
Commonwealth Attorney	565,439	177,121	388,318	31%	
Sheriff	394,566	127,948	266,618	32%	
Circuit Court Clerk	323,591	130,247	193,344	40%	
Circuit Court Technology Grant	17,178	-	17,178	0%	
TOTAL COMMONWEALTH OF VIRGINIA	\$ 12,922,979	\$ 4,595,853	\$ 8,327,126	36%	
FEDERAL REVENUES					
Victim Witness Federal Grant	\$ 58,000	\$ 27,359	\$ 30,641	47%	Accrual - Will clear in coming months
Federal DMV Grant	-	3,714	(3,714)	#DIV/0!	Accrual - Will clear in coming months
U S Marshall Forfeited Asset	-	6,998	(6,998)	#DIV/0!	Accrual - Will clear in coming months
CARES Act Funding	6,499,222	-	6,499,222	0%	
Welfare Public Assistance	1,305,629	382,568	923,061	29%	
TOTAL FEDERAL REVENUE	\$ 7,862,851	\$ 420,639	\$ 7,442,212	5%	
Appropriation of Prior Year Fund Balance	1,296,316	-	\$ 1,296,316		
TOTAL PRIOR YEAR APPROPRIATIONS	\$ 1,296,316	\$ -	\$ 1,296,316	0%	
TOTAL GENERAL FUND REVENUES	\$ 68,492,746	\$ 21,741,229	\$ 46,751,517	31.7%	
	\$ -	\$ -			

DECEMBER 31, 2021

GENERAL FUND EXPENDITURES	FY2022 BUDGET	ACTUAL YTD	ENCUMBRANCES	AVAILABLE BUDGET	% EXPENDED
GENERAL GOVERNMENT ADMINISTRATION					
CITY COUNCIL	\$ 137,661	\$ 72,190	\$ 8,500	\$ 56,971	59%
CLERK OF COUNCIL	103,552	33,520	5,000	65,032	37%
CITY MANAGER	587,878	275,400	-	312,478	47%
HUMAN RESOURCES	661,295	297,844	18,490	344,961	48%
CITY ATTORNEY	396,182	154,566	46,212	195,404	51%
COMMUNICATIONS MANAGER	106,059	75,463	5,988	24,608	77%
PROFESSIONAL CONSULTANTS	75,000	53,000	-	22,000	71%
CITY MEMBERSHIPS	28,750	25,895	-	2,855	90%
FINANCE	964,767	503,754	115,031	345,982	64%
ASSESSOR	334,818	151,051	14	183,753	45%
COMMISSIONER OF REVENUE	374,685	174,205	313	200,167	47%
TREASURER	397,348	191,813	317	205,217	48%
REGISTRAR	201,824	109,457	57	92,311	54%
INFORMATION TECHNOLOGY	1,316,826	527,595	44,960	744,272	43%
RISK MANAGEMENT	695,000	349,373	113,186	232,441	67%
TOTAL GENERAL GOV'T ADMINISTRATION	\$ 6,381,645	\$ 2,995,126	\$ 358,068	\$ 3,028,452	53%
JUDICIAL ADMINISTRATION					
CIRCUIT COURT	\$ 164,428	\$ 69,881	\$ -	\$ 94,547	42%
GENERAL DISTRICT COURT	16,900	8,467	-	8,433	50%
MAGISTRATES	2,000	120	-	1,880	6%
JUVENILE DOMESTIC RELATIONS COURT	75,092	-	-	75,092	0%
CLERK OF THE CIRCUIT COURT	598,948	273,183	881	324,884	46%
SHERIFF	779,779	445,813	14,178	319,788	59%
VICTIM/WITNESS GRANT	86,881	35,837	-	51,044	41%
COMMONWEALTH ATTORNEY	924,533	404,993	17,242	502,298	46%
TOTAL JUDICIAL ADMINISTRATION	\$ 2,648,561	\$ 1,238,295	\$ 32,301	\$ 1,377,965	48%
PUBLIC SAFETY					
POLICE	\$ 5,391,980	\$ 2,814,864	\$ 72,255	\$ 2,504,861	54%
E911 CENTER	940,309	367,760	24,550	547,999	42%
FIRE	3,312,080	1,620,751	19,325	1,672,005	50%
COMMUNITY PUBLIC SAFETY	110,500	25,355	2,250	82,895	25%
JUVENILE DETENTION HOME	131,666	65,304	-	66,362	50%
JAIL	2,782,021	1,373,745	-	1,408,276	49%
OFFICE ON YOUTH	165,062	35,087	-	129,975	21%
INSPECTIONS	407,961	182,182	54	225,725	45%
ANIMAL CONTROL	100,778	2,087	-	98,691	2%
MEDICAL EXAMINER	250	140	-	110	56%
TOTAL PUBLIC SAFETY	\$ 13,342,607	\$ 6,487,275	\$ 118,433	\$ 6,736,898	50%

DECEMBER 2021

GENERAL FUND EXPENDITURES	FY2022 BUDGET	ACTUAL YTD	ENCUMBRANCES	AVAILABLE BUDGET	% EXPENDED	
PUBLIC WORKS						
ENGINEERING	\$ 286,401	\$ 128,873	\$ -	\$ 157,528	45%	
PUBLIC WORKS ADMINISTRATION	288,734	136,488	988	151,257	48%	
STREETS	3,275,050	899,007	242,526	2,133,517	35%	
TRAFFIC ENGINEERING	299,051	63,303	8,099	227,650	24%	
TRAFFIC SIGNALS	281,871	109,876	26,459	145,536	48%	
BUILDING MAINTENANCE	1,355,675	525,155	75,088	755,431	44%	
EQUIPMENT MAINTENANCE	473,653	217,258	256	256,140	46%	
TOTAL PUBLIC WORKS	\$ 6,260,435	\$ 2,079,960	\$ 353,416	\$ 3,827,058	39%	
HEALTH AND WELFARE						
PUBLIC HEALTH	\$ 308,388	\$ 212,013	\$ -	\$ 96,375	69%	
VALLEY COMM SERVICES BOARD	193,869	96,935	-	96,935	50%	Quarterly Payments
COMMUNITY POLICY MGMT TEAM (CSA)	3,150,000	952,200	-	2,197,800	30%	
DEPT OF SOCIAL SERVICES	3,718,513	1,335,513	-	2,383,000	36%	
TAX RELIEF FOR THE ELDERLY	207,660	-	-	207,660	0%	Real Estate Tax Relief- processed May each year
COMMUNITY WELFARE ASSISTANCE	104,524	55,152	-	49,372	53%	Outside Agency Contributions
TOTAL HEALTH AND WELFARE	\$ 7,682,954	\$ 2,651,812	\$ -	\$ 5,031,142	35%	
EDUCATION -OTHER						
EDUCATIONAL CONTRIBUTIONS-BRCC	\$ 9,000	\$ 7,750	\$ -	\$ 1,250	86%	Contribution to Blue Ridge Community College
TOTAL EDUCATION-OTHER	\$ 9,000	\$ 7,750	\$ -	\$ 1,250	86%	
PARKS, RECREATION, LIBRARY, CULTURAL						
PARKS AND RECREATION ADMIN	\$ 1,154,195	\$ 493,977	\$ 200,562	\$ 459,656	60%	
HORTICULTURE	180,032	62,403	-	117,629	35%	
GOLF COURSE	130,931	54,366	-	76,565	42%	
COMMUNITY RECREATION ASSISTANCE	20,000	15,000	-	5,000	75%	Boys and Girls Club
PARK MAINTENANCE	1,179,438	438,981	24,771	715,687	39%	
COMMUNITY CULTURAL CONTRIBUTIONS	15,500	14,000	-	1,500	90%	Outside Agency Contributions
LIBRARY	1,203,637	523,081	29,809	650,747	46%	
TOTAL PARKS, RECREATION, LIBRARY, CULTURAL	\$ 3,883,733	\$ 1,601,807	\$ 255,142	\$ 2,026,784	48%	
PLANNING AND COMMUNITY DEVELOPMENT						
PLANNING	\$ 327,208	\$ 149,356	\$ 97,044	\$ 80,808	75%	
COMMUNITY DEVELOPMENT ASSISTANCE	461,286	151,724	-	309,562	33%	Outside Agency Contributions
ECONOMIC DEVELOPMENT	977,725	198,224	40,000	739,501	24%	
TOURISM	451,197	160,619	26,831	263,747	42%	
STAUNTON WELCOME CENTER	54,673	18,195	-	36,478	33%	
TRANSPORTATION-CSPDC	75,510	73,997	-	1,513	98%	
TOTAL PLANNING AND COMMUNITY DEVELOPMENT	\$ 2,347,599	\$ 752,115	\$ 163,875	\$ 1,431,609	39%	

SEPTEMBER 30, 2021

GENERAL FUND EXPENDITURES	FY2022 BUDGET	ACTUAL YTD	ENCUMBRANCES	AVAILABLE BUDGET	% EXPENDED	
TRANSFERS TO OTHER FUNDS/NON-DEPARTMENTAL						
TRANSFER TO DEBT SERVICE FUND	\$ 4,844,415	\$ 4,844,415	\$ -	\$ -	100%	Annual Debt Payments
TRANSFER TO CIP FUND	981,050	-	-	981,050	0%	
TRANSFER TO EDUCATION FUND	13,626,250	6,813,125	-	6,813,125	50%	Education Transfer/ Second half to occur in June
NON-DEPARTMENTAL EXPENDITURES	6,484,497	4,791	-	6,479,706	0%	Distribution account-equal to zero at year end
TOTAL TRANSFERS AND NON-DEPARTMENTAL	\$ 25,936,212	\$ 11,662,331	\$ -	\$ 14,273,881	45%	

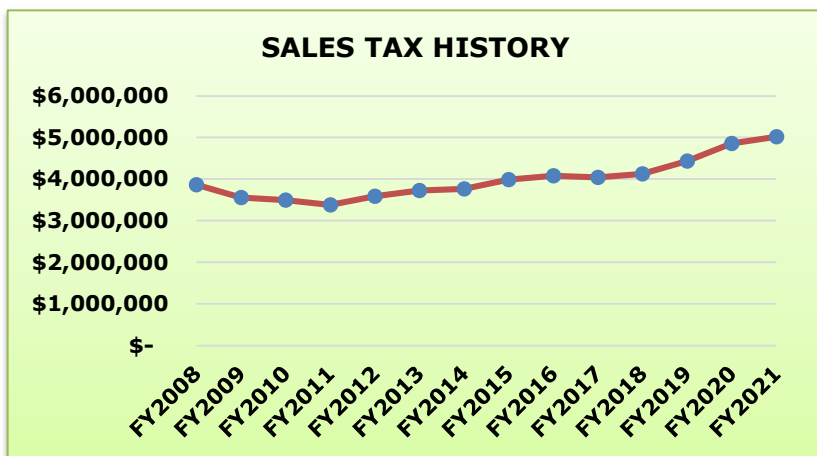
TOTAL GENERAL FUND EXPENDITURES	\$ 68,492,746	\$ 29,476,472	\$ 1,281,235	\$ 37,735,039	44.9%	
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FY2022 GENERAL FUND BUDGET

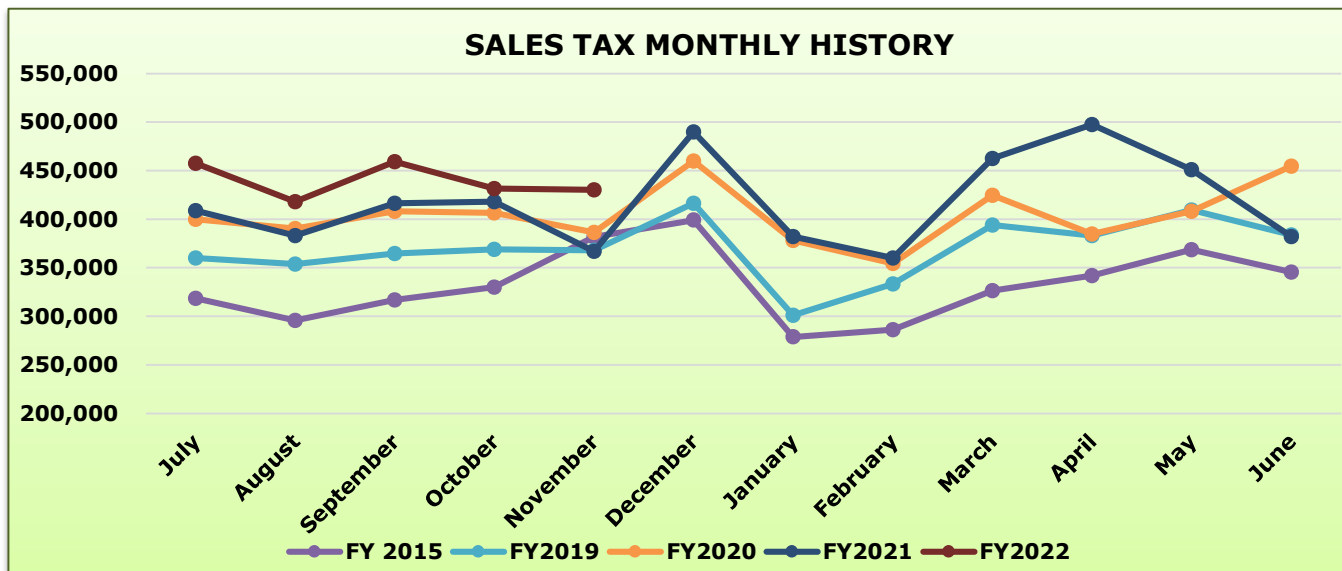
ADOPTED BUDGET	\$ 61,753,974	JULY 1, 2021
ADOPTED BUDGET - APPROPRIATION REDUCTION	\$ (15,438,494)	
ENCUMBRANCE CARRY FORWARDS	1,050,277	JULY 1, 2021
FY2022 BUDGET AMENDMENT NO. 1	6,543,777	July 22, 2021
FY2022 BUDGET AMENDMENT NO. 2	194,995	August 26, 2021
FY2022 REVISED BUDGET	\$ 68,492,746	
FY2022 REVENUES	\$ 21,741,229	
FY2022 EXPENDITURES	\$ (29,476,472)	
FY2022 NET YTD	\$ (7,735,243)	

LOCAL SALES TAX - FY2022 - 1% Tax Rate

	FY2019	FY2020	FY2021	FY2022	% Change	YTD Change
July	359,853	399,841	408,778	457,551	11.9%	\$ 48,772
August	353,758	390,365	383,139	418,081	9.1%	\$ 34,942
September	364,511	408,013	416,225	459,262	10.3%	\$ 43,037
October	368,779	406,308	417,973	431,562	3.3%	\$ 13,589
November	367,724	386,214	367,040	430,213	17.2%	\$ 63,172
December	416,329	459,871	489,867	-	0.0%	
January	301,088	378,159	381,915	-	0.0%	
February	333,110	354,448	360,082	-	0.0%	
March	393,767	424,727	462,591	-	0.0%	
April	382,963	384,624	497,565	-	0.0%	
May	409,439	408,068	451,087	-	0.0%	
June	383,654	454,692	381,951	-	0.0%	
Totals	4,434,974	4,855,331	5,018,212	2,196,668		\$ 203,513
Budget	4,015,000	4,300,000	3,393,750	4,662,500		
Budget Variance	419,974	555,331	1,624,462	(2,465,832)		
% OF BUDGET	110.5%	112.9%	147.9%	47.1%		
% CHANGE- YEAR	7.5%	9.5%	3.4%	-56.2%		

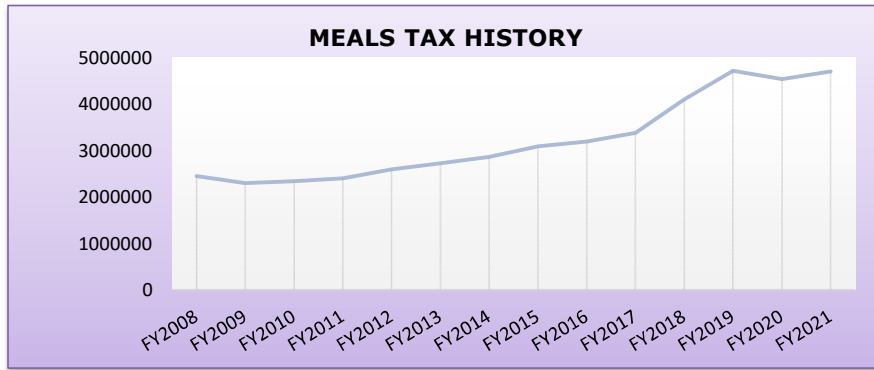


FY2008	\$ 3,862,575	
FY2009	\$ 3,554,096	-8.0%
FY2010	\$ 3,495,905	-1.6%
FY2011	\$ 3,381,018	-3.3%
FY2012	\$ 3,588,737	6.1%
FY2013	\$ 3,729,201	3.9%
FY2014	\$ 3,760,505	0.8%
FY2015	\$ 3,988,839	6.1%
FY2016	\$ 4,079,919	2.3%
FY2017	\$ 4,039,658	-1.0%
FY2018	\$ 4,123,862	2.1%
FY2019	\$ 4,434,974	7.5%
FY2020	\$ 4,855,331	9.5%
FY2021	\$ 5,018,212	3.4%

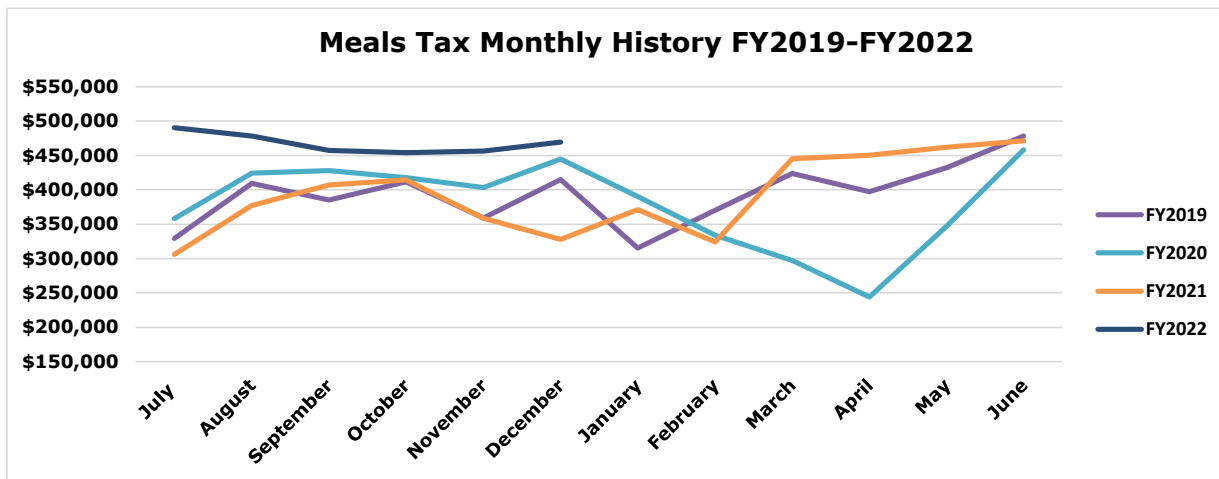


FY 2022 MEALS TAX - 7% Tax Rate

	6% TAX RATE	7% TAX RATE	7% TAX RATE	7% TAX RATE	7% TAX RATE		
	FY2018	FY2019	FY2020	FY2021	FY2022	% Change	\$ Change
July	334,579	329,573	358,212	305,920	490,076	37.6%	184,156
August	341,094	409,425	424,090	377,519	478,421	26.7%	100,901
September	343,277	385,385	427,995	407,128	457,575	12.4%	50,447
October	342,810	411,876	417,690	414,546	453,768	9.5%	39,222
November	312,114	359,316	403,285	358,586	456,293	27.2%	97,706
December	336,804	415,030	444,990	327,793	469,226	43.1%	141,432
January	293,064	315,163	390,333	371,174	-	0.0%	
February	301,836	370,265	334,123	324,288	-	0.0%	
March	363,207	423,831	297,411	445,061	-	0.0%	
April	343,386	397,110	244,201	450,532	-	0.0%	
May	374,830	432,043	347,244	462,115	-	0.0%	
June	431,265	478,306	458,278	471,063	-	0.0%	
Actuals	4,118,267	4,727,323	4,547,853	4,715,726	2,805,357		613,864
Budget	3,200,000	4,112,500	4,600,000	3,562,500	4,300,000		
Budget Variance	918,267	614,823	(52,147)	1,153,226	(1,494,643)		
% of BUDGET	128.7%	115.0%	98.9%	132.4%	65.2%		



FY2008	\$ 2,456,629	
FY2009	\$ 2,304,448	-6.2%
FY2010	\$ 2,344,698	1.7%
FY2011	\$ 2,406,577	2.6%
FY2012	\$ 2,599,776	8.0%
FY2013	\$ 2,732,598	5.1%
FY2014	\$ 2,868,910	5.0%
FY2015	\$ 3,099,130	8.0%
FY2016	\$ 3,203,638	3.4%
FY2017	\$ 3,391,337	5.9%
FY2018	\$ 4,118,267	21.4%
FY2019	\$ 4,727,323	14.8%
FY2020	\$ 4,547,853	-3.8%
FY2021	\$ 4,715,726	3.7%

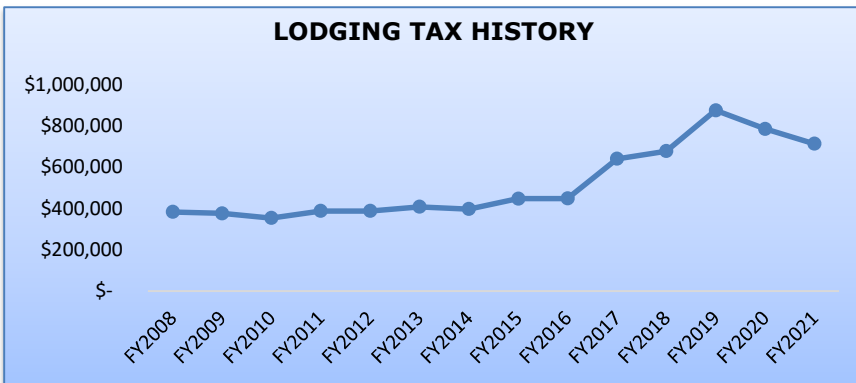


MEALS TAX HISTORY- RATE INCREASES

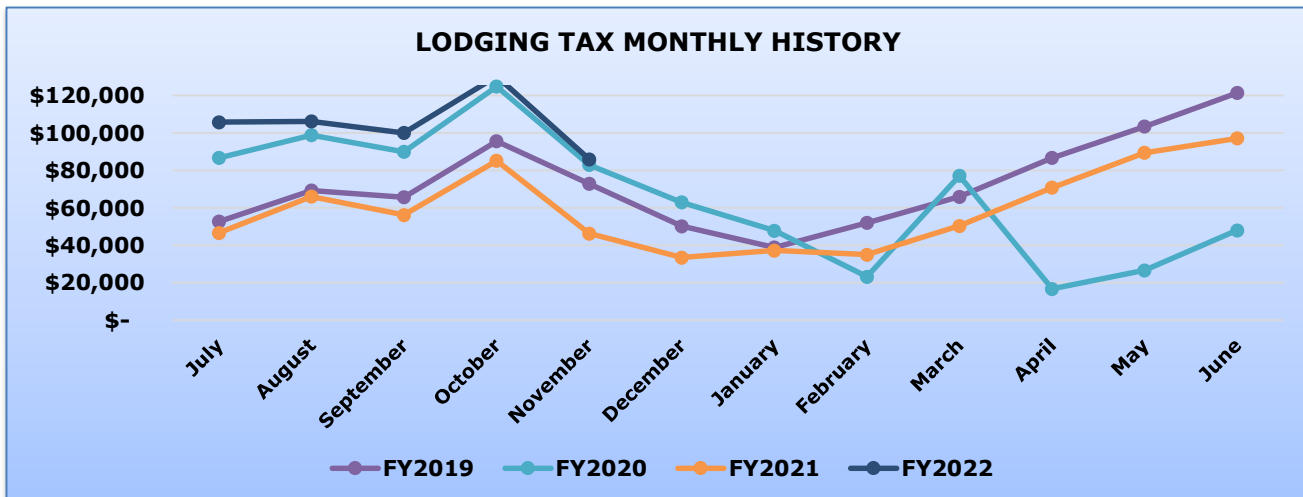
JULY 1, 1986	
JULY 1, 1994	
SEPTEMBER 1, 1998	NEW STREET PARKING GARAGE FUNDING
JULY 1, 2007	CIP/ SCHOOL PROJECTS
JULY 1, 2017	SCHOOL PROJECT - STAUNTON HIGH RENOVATION

FY 2022 LODGING TAX - 6.7% Tax Rate

TAX RATE	6.70%		6.70%		6.70%		6.70%	
	FY2018	FY2019	FY2020	FY2021	FY2022	% CHANGE	\$ Change	
July	\$ 63,907	\$ 52,798	\$ 86,792	\$ 46,648	\$ 105,750	55.9%	59,101	
August	\$ 63,738	\$ 69,287	\$ 98,765	\$ 66,056	\$ 106,184	60.7%	40,128	
September	\$ 62,756	\$ 65,785	\$ 89,978	\$ 56,235	\$ 100,094	78.0%	43,860	
October	\$ 79,262	\$ 95,600	\$ 124,738	\$ 85,131	\$ 130,186	52.9%	45,055	
November	\$ 50,187	\$ 72,869	\$ 82,915	\$ 46,252	\$ 85,940	85.8%	39,688	
December	\$ 32,225	\$ 50,208	\$ 63,057	\$ 33,471		0.0%		
January	\$ 29,239	\$ 38,856	\$ 47,730	\$ 37,127		0.0%		
February	\$ 32,490	\$ 52,085	\$ 23,204	\$ 34,928		0.0%		
March	\$ 50,304	\$ 65,973	\$ 77,152	\$ 50,273		0.0%		
April	\$ 64,326	\$ 86,719	\$ 16,730	\$ 70,866		0.0%		
May	\$ 72,905	\$ 103,399	\$ 26,667	\$ 89,381		0.0%		
June	\$ 76,577	\$ 121,369	\$ 47,878	\$ 97,078		0.0%		
Actuals	\$ 677,917	\$ 874,948	\$ 785,605	\$ 713,445	\$ 528,153			\$ 227,831.96
Budget Totals	\$ 575,000	\$ 890,000	\$ 890,000	\$ 836,000	\$ 760,000			
Budget Variance	\$ 102,917	\$ (15,052)	\$ (104,395)	\$ (122,555)	\$ (231,847)			
% of BUDGET	118%	98%	88%	85%	69%			
% CHANGE-YEAR	55.8%	29.1%	-10.2%	-9.2%	-26.0%			



	TOTAL REVENUE	% CHANGE
FY2008	\$ 383,716	
FY2009	\$ 376,829	31.9%
FY2010	\$ 354,239	10.2%
FY2011	\$ 388,022	-1.8%
FY2012	\$ 388,721	-6.0%
FY2013	\$ 408,906	9.5%
FY2014	\$ 397,786	0.2%
FY2015	\$ 447,792	5.2%
FY2016	\$ 448,175	-2.7%
FY2017	\$ 640,843	9.4%
FY2018	\$ 677,917	3.0%
FY2019	\$ 874,948	43.0%
FY2020	\$ 785,605	5.8%
FY2021	\$ 713,444	-9.2%



Attachment # 2

City of Staunton - Gypsy Hill Golf
Unaudited Operating Statement @ 12/31/2021

	FY2022 Budget	Unaudited FY2022 YTD	FY2021 Actual
Statistics			
Golf Rounds	11,000	6,143	5,996
* Members	67	97	20
Revenues			
41631 Membership Fees	\$ 20,000	\$ 17,670	\$ 3,200
41639 Cart Rentals	110,642	56,875	56,107
41640 Green Fees	51,933	44,288	48,620
Total Revenue	\$ 182,575	\$ 118,833	\$ 107,927
Expenses			
51006 Salaries	\$ 55,461	\$ 26,933	\$ 27,953
51510 Part - Time Help	13,879	7,564	7,869
51530 Overtime	0	0	-
52001 Group Life Insurance - VRS	743	369	364
52005 Health Insurance	0	0	-
52010 Social Security	5,330	2,644	2,746
52020 Retirement VRS	8,475	4,206	4,144
52030 Unemployment Insurance - VEC	68	29	9
53001 Advertising	3,000	0	-
53010 Professional Services	12,250	0	-
53040 Tree Care	15,000	6,145	-
53085 Collection Fees	0	1,756	-
53101 Main/Repair - Office Equipment	600		-
55001 Telephone	300	237	231
55002 Dues & Subscriptions	500	501	-
55015 Utilities - Elec tric	563	877	796
55405 Office Supplies	500	779	165
55415 Materials/ Supplies	200	0	-
55457 Fertilizers / Chemicals	0	0	6,564
55481 Gas & Oil	6,000	2,325	1,911
55497 Rental of Equipment	6,000	0	-
55498 Software License Fees	2,000	0	-
Operations Costs	\$ 130,869	\$ 54,366	\$ 52,752
Park Maintenance Allocation			
Allocation - Pro Rated Budget	\$ 292,655	\$ 146,328	\$ 146,328
Park Maintenance Allocation Costs	\$ 292,655	\$ 146,328	\$ 146,328
Debt			
59600 Refunding Principal	\$ 25,000	\$ -	\$ -
59601 Refunding Interest	7,295	3,901	4,103
Debt Service Costs	\$ 32,295	\$ 3,901	\$ 4,103
Total Expense	\$ 457,856	\$ 204,594	\$ 203,183
Net Income / (Loss)	\$ (275,281)	\$ (85,761)	\$ (95,256)

CITY COUNCIL



AGENDA BRIEFING

Staunton, Virginia

Meeting Date:	February 10, 2022	Jon Venn Chief Human Resources Officer John C. Blair, II City Attorney City Council
Item #	3	
Department:	City Council	
Alignment with Staunton Plan (Value/Strategic Area):	Value: Excellence Strategic Area: Responsive, Efficient Government	
Subject:	Discussion of City Manager Search Process	

Background: On January 19, 2022, the Staunton City Council voted to accept Steven L. Rosenberg's resignation as Staunton City Manager. On that same date, the Staunton City Council appointed Leslie Beauregard as Acting City Manager. At the January 27, 2022 work session, City Council started a discussion regarding a process for the City Manager search. And at that meeting, Jon Venn, Chief Human Resources Officer, was asked for additional information that he will present at the work session on February 10.

The Staunton City Council needs to establish two processes regarding the Staunton City Manager vacancy.

First, the Council will need to determine the process to appoint an Interim City Manager. The Interim City Manager will serve for a limited time period until a permanent City Manager is appointed. The Council may choose to use a search firm to advertise and/or recommend prospective Interim City Manager candidates. This is the process used for recruiting and hiring the City Attorney in 2020. Alternatively, the City Council could have the Department of Human Resources accept applications for the position of Interim City Manager, and then the Council could select candidates to interview for the position from the applications received. This is the process used for hiring the new City Clerk in 2021-2022. Finally, the Council can select prospective Interim City Manager candidates that it

wishes to interview without hiring a search firm or having the Department of Human Resources accept applications for the position.

Second, the Council will need to determine the process to appoint a permanent City Manager. The Council may select from the processes listed above (hire search firm, have the Department of Human Resources advertise the position and accept applications, or determine candidates to interview without engaging a search firm or having the Department of Human Resources accept applications).

Representatives from the Departments of Finance and Human Resources will be available to answer questions as well as to provide information about the procurement process for hiring a search firm.

Acting City Manager's Recommendation: There is no recommendation. This item is for the Council's consideration and discussion.

Suggested Motion: Not Applicable

Acting City Manager: Leslie Beauregard

CITY COUNCIL



AGENDA BRIEFING

Staunton, Virginia

Meeting Date:	February 10, 2022	City Council
Item #	5	
Department:	City Council	
Alignment with Staunton Plan (Value/Strategic Area):	Value: Excellence Strategic Area: Responsive, Efficient Government	
Subject:	Closed Meeting for: (i) Consultation with Legal Counsel for Necessary Legal-Related Advice and Discussion Regarding the Order to Show Cause Concerning the Staunton Juvenile and Domestic Relations District Courts Facilities; (ii) Discussion Regarding Specific Personnel Matters Involving the Appointment of an Interim City Manager	

Suggested Motion: I move to enter a closed meeting for: (i) consultation with legal counsel for necessary legal-related advice and discussion regarding the Order to Show Cause that was served on each Council member concerning the Staunton Juvenile & Domestic Relations District Court Facility located in the District Courts Building at 6 East Johnson St., Staunton, pursuant to Virginia Code §§ 2.2-3711(A)(7) and 2.2-3711(A)(8); (ii) discussion regarding specific personnel matters involving the appointment of an Interim City Manager, pursuant to Virginia Code § 2.2-3711(A)(1).

Second. Discussion. Vote – Clerk of Council to poll members of Council.

After the closed meeting: I move that Council reconvene in an open meeting and certify to the best of each member’s knowledge that only lawfully exempted public business matters were discussed and that only public business matters as identified in the closed meeting motion were heard, discussed or considered in the meeting.

Second. Discussion. Vote –Clerk of Council to poll members of Council.

Acting City Manager: Leslie Beauregard



CITY OF STAUNTON, VIRGINIA

Proclamation

In Honor and Recognition of the Staunton Wild Cats

- WHEREAS,** The **STAUNTON WILD CATS**, a most outstanding and notable African American baseball team, formed in the late '40s in Staunton, Virginia; and
- WHEREAS,** this formidable team became district champions in 1949 and 1950; and
- WHEREAS,** despite segregated parks and public facilities in Staunton and Augusta County, the **STAUNTON WILD CATS** played their home games at Gypsy Hill Park, euphemistically known as the "fair grounds," to a racially mixed audience of fans; and
- WHEREAS,** it is fitting to honor the deceased members of the **STAUNTON WILD CATS**, while simultaneously honoring the three living members at the place of their historic beginning; and
- WHEREAS,** to do so, pitcher, James Becks, Sr., who is 94 years of age, will throw out the first pitch at the Staunton Braves first home game, on Saturday June 4, 2022; and
- WHEREAS,** former third baseman, Frank White Sr., who is 91 years of age, and former bat boy Samuel Tate, who is 87 years of age, are expected to represent the **STAUNTON WILD CATS**, as the team is recognized and their significant history celebrated with a plaque placed at Moxie Stadium in Gypsy Hill Park, which is now known as the home of the Staunton Braves.

NOW, THEREFORE, BE IT PROCLAIMED, by Staunton City Council that the City of Staunton, Virginia honors and celebrates the team as well as many other individuals for their contribution to the City, its residents, and the rich African American history that sustains Stauntonians to this day.

Managers, George Stuart and Robert Cauls, Sr.;	First basemen,	Center fielders,
Pitchers, Charles Calfee	Creed Pannell and	Lloyd Harris and
Johnny McCutcheon	Mr. Washington;	Ira Wells;
Charles Gray	Second basemen, Lyle Caul	Right fielders, Oliver Tate and
Godfrey Tate	Robert Smith (Frye)	Robert Vaughn
Sidney Vaughn, and	Raymond Huggard	Additionally, Robert Cauls, Jr.
Pitcher and short stop,	"Snooky" Pendleton	and William Dunnings
James Becks, and	Herbert Robinson and	Bat Boy, Samuel Tate
Pitcher and outfielder	Short stop, Second and	Ball Boys, Lee Epps and
Philip Pannell;	third base Ronnie Todd;	Archie Anderson
Catchers, Dennis Becks	Third basemen, Ralph Davis and	Umpire, Ralph Southall
George Harden	Frank White;	Equipment Manager,
Mason Miller, and	Short stop, Ruben Dawson;	Raymond "Babe" Robinson
Catcher and second baseman,	Left fielders, Charlie Venable	Treasurer, George Robinson and
Allen Jackson;	and Daniel Wormsley, and	Bus Driver, Roy Kincaid
	Left and right fielder	
	Lewis Venable	

Dated this 10th day of February, 2022.

ANDREA W. OAKES, MAYOR

ATTEST: _____
INTERIM CLERK OF COUNCIL

1
2 **SPECIAL MEETING OF STAUNTON CITY COUNCIL**
3 **Wednesday, January 19, 2022**
4 **1:15 p.m.**
5

6 **PRESENT:** **Mayor Andrea Oakes**
7 **Mark Robertson, Vice Mayor**
8 **Stephen W. Claffey**
9 **Amy G. Darby**
10 **Carolyn W. Dull (remote participant)**
11 **Brenda O. Mead (remote participant)**
12 **R. Terry Holmes**
13

14 **ALSO PRESENT:** **Leslie Beauregard, Assistant City Manager**
15 **Jon Venn, Chief Human Resources Officer**
16 **Morgan C. Smith, Interim Clerk of Council**
17

18 **Mayor Oakes called the meeting to order:** Mayor Oakes stated “As Mayor, I call this meeting
19 of Staunton City Council to order.”
20

21 Mayor Oakes stated “On January 12, 2022, I received a request from Councilor Dull to participate
22 remotely in the January 19, 2022 Staunton City Council special meeting due to a family member’s
23 medical condition that prevents her physical attendance at the meeting. I will now entertain a
24 motion to allow Councilor Dull’s remote participation in this meeting pursuant to Staunton City
25 Council Procedural Memorandum Number Three.”
26

27 Vice Mayor Robertson said “Pursuant to Staunton City Council Procedural Memorandum Number
28 Three, I move to allow Councilor Dull to remotely participate in the January 19, 2022 Staunton
29 City Council special meeting due to a medical condition.”
30

31 The motion was seconded by Ms. Darby and carried as follows:
32

33 Ms. Darby	aye	Mayor Oakes	aye
34 Mr. Holmes	absent	Vice Mayor Robertson	aye
35 Mr. Claffey	aye		

36

37 Mayor Oakes asked Councilor Dull to state the location from which she was participating. Ms.
38 Dull responded that she was at 1003 East Beverley Street, Staunton, Virginia. Mayor Oakes asked
39 Council and the audience if they could hear Councilor Dull. The response was affirmative.
40

41 Mayor Oakes stated “On January 18, 2022, I received a request from Councilor Mead to participate
42 remotely in the January 19, 2022 Staunton City Council special meeting due to a medical condition
43 that prevents her physical attendance at the meeting. I will now entertain a motion to allow
44 Councilor Mead’s remote participation in this meeting pursuant to Staunton City Council
45 Procedural Memorandum Number Three.”
46

47 Ms. Darby said “Pursuant to Staunton City Council Procedural Memorandum Number Three, I
48 move to allow Councilor Mead to remotely participate in the January 19, 2022 Staunton City
49 Council special meeting due to a medical condition.”

50

51 The motion was seconded by Vice Mayor Robertson and carried as follows:

52

53 Ms. Dull aye Ms. Darby aye

54 Mayor Oakes aye Vice Mayor Robertson aye

55 Mr. Holmes absent Mr. Claffey aye

56

57 Mayor Oakes asked Councilor Mead to state the location from which she was participating. Ms.

58 Mead responded that she was at 342 Sherwood Avenue, Staunton, Virginia. Mayor Oakes asked

59 Council and the audience if they could hear Councilor Mead. The response was affirmative.

60

61 Mr. Claffey moved to enter a closed meeting to: (i) discuss and interview candidates for the

62 position of Clerk of Council, pursuant to Virginia Code § 2.2-3711(A)(1); (ii) consultation with

63 legal counsel for necessary legal-related advice and discussion regarding specific personnel

64 matters involving the City Manager, pursuant to Virginia Code §§ 2.2-3711(A)(1) and 2.2-

65 3711(A)(8); and (iii) discussion regarding specific personnel matters involving the appointment of

66 an Acting and/or Interim City Manager, pursuant to Virginia Code § 2.2-3711(A)(1).

67

68 The motion was seconded by Ms. Darby and carried as follows:

69

70 Mr. Holmes absent Mayor Oakes aye

71 Mr. Claffey aye Vice Mayor Robertson aye

72 Ms. Dull aye Ms. Mead aye

73 Ms. Darby aye

74

75 Mr. Holmes arrived at 1:20 p.m.

76

77 Ms. Darby moved that Council reconvene in an open meeting and certify to the best of each

78 member's knowledge that only lawfully exempted public business matters were discussed and that

79 only public business matters as identified in the closed meeting motion were heard, discussed or

80 considered in the meeting.

81

82 The motion was seconded by Mr. Holmes and carried as follows:

83

84 Mr. Claffey aye Vice Mayor Robertson aye

85 Ms. Dull aye Mr. Holmes aye

86 Ms. Darby aye Ms. Mead aye

87 Mayor Oakes aye

88

89 Ms. Dull moved that Council ask Mr. Rosenberg to reconsider his resignation and to serve for

90 another year.

91

92 The motion was seconded by Ms. Mead and failed as follows:

93

94 Mayor Oakes no Mr. Claffey no

95 Vice Mayor Robertson no Ms. Dull aye

96 Ms. Mead aye Ms. Darby no

97 Mr. Holmes aye

98

99 Mr. Claffey moved that the Council of the City of Staunton approve the resolution accepting the
100 resignation of Steven L. Rosenberg, City Manager, Staunton, Virginia.

101
102 The motion was seconded by Vice Mayor Robertson.

103
104 Ms. Mead read the following and requested that it be incorporated into the minutes:

105
106 “Arbitrary, capricious, bad faith

107
108 During City Council’s the December 9 meeting Council entered into a closed meeting for
109 a Discussion Pertaining to the Performance and Evaluation of the City Manager.

110
111 Without any discussion with all members of City Council, Mr. Rosenberg had been asked
112 by Andrea Oakes to complete his self-evaluation. He did so as of November 18, 2021.

113
114 Prior to this closed meeting no agreement had been reached as to the timing and process
115 for Mr. Rosenberg’s evaluation.

116
117 Repeated questions to Andrea Oakes about the purpose of the December 9 were either
118 answered with vague obfuscations or ignored.

119
120 During this closed meeting on December 9, it quickly became obvious that some members
121 of City Council had come prepared to do Mr. Rosenberg’s evaluation on the spot.

122
123 It was also clear that some members of City Council were blindsided with this
124 development, and completely unprepared to respond.

125
126 After strong objections by the blindsided Councilors, a consensus was reached that each
127 member of Council would prepare a written response to Mr. Rosenberg’s self-evaluation,
128 and that those responses would be shared with Mr. Rosenberg at a meeting in February
129 2022.

130 As you may know Councilor Darby made a surprise motion to add a closed meeting to the
131 January 13 City Council for a Discussion Pertaining to the Performance and Evaluation of
132 the City Manager.

133
134 At least the motion was a surprise to some.

135
136 Mr. Robertson had prepared remarks that he read from. Mr. Claffey had a yellow legal
137 sized pad and read his comments.

138
139 Clearly the 4 had already discussed the trap they laid, not just for their fellow council
140 members but for Mr. Rosenberg.

141
142 I’m going to review some of Steve Rosenberg’s accomplishments so that they will be on
143 record:

- 144
- 145 • Worked with 3 rookie Councilors and a rookie Mayor to achieve the adoption of
2021 and 2022 budgets that addressed the impacts of the COVID-19 pandemic
 - 146 • Secured nearly \$16 Million from VDOT to fund 6 transportation projects in the city

- 147
- 148
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- 165
- Facilitated the most significant city council transition in decades with turnover of 3 seats and a new Mayor.
 - Negotiated a conservation easement on 36 acres expanding Betsy Bell Park for future generations
 - Participated in the adoption of the new City Strategic Plan that will guide the annual budgets and capital improvement plans in years to come
 - Successfully recruited excellent additions to the City Senior leadership team: an assistant City Manager, communications manager and public works director
 - Managed the city's response to the COVID-19 public health emergency by forming a stabilization and recovery team with constituent groups including a facilities, programs and services working group, an employee working group, a communication working group, a business recovery working group and a CARES act working group
 - Ensured that our Library had the resources to respond to COVID-19 so that this valuable resource to the community could serve our citizens in rapidly changing conditions
 - During the COVID19 public health emergency Mr. Rosenberg coordinated the city's response to 2 major flood events in a 2-week period

166 I will note, and emphasize, that Mr. Rosenberg never received a performance evaluation
167 from the City Council currently in office as was specified in his contract.

168

169 So why the sudden resignation?

170

171 The timing couldn't be worse.

172

173 City staff are in the midst of preparing the annual budget, and now will have to deal with
174 an abrupt leadership transition.

175

176 Was it because Steve, a serious, disciplined, dedicated servant of the city, had a personality
177 and work ethic just didn't fit the misconceptions of 3 rookie council members and a rookie
178 mayor of what a CEO should be?

179 Was it because some members of Council don't understand the City Manager form of
180 government and believe they were elected to run the city? Did Steve fail to knuckle under?
181 Did some members of Council listen to the whispering in their ears of those who
182 contributed to their well-financed election campaigns, or of certain disgruntled employees?
183 Was it because Steve preferred to give his staff the limelight for the City's successes rather
184 than take them for himself?

185

186 Was it because Steve was a work horse not a show horse?

187

188 Was it because Steve supported all members of council, not just 4, and facilitated a Special
189 called meeting about the Courthouse to answer questions from citizens?

190

191 Was it because Steve, a person of Jewish faith, didn't attend Christmas events?

192

193 Steve has more integrity in his little toe than the majority of this City Council has in their
194 combined overinflated egos.

195

196 I will be voting in favor of accepting Mr. Rosenberg's resignation.

197

198 I think he left some money on the table, but I believe his love for the City led him to take
199 the high road.

200

201 One hopes that this City Council majority will make some effort to follow."

202

203 Ms. Dull stated that Mr. Rosenberg worked diligently and continually for the betterment of the
204 City of Staunton and that the City will feel his loss for a long time.

205

206 Mr. Holmes stated that Mr. Rosenberg did everything in his power to make Council work together
207 and that he would miss him terribly.

208

209 Mayor Oakes read the following:

210

211 "Staunton City Manager Steve Rosenberg is resigning his position as city manager for the
212 City of Staunton effective immediately. City Manager Rosenberg will be remembered for
213 leading the city through one of the most challenging times ever faced by Stauntonians. He
214 served in his position with distinction and is leaving our community a better place. While
215 it was time for us to move in a different direction, we wish him luck in his future endeavors.
216 'It has been an honor and a privilege to serve the City of Staunton for the last eight and
217 one-half years, first as deputy city manager for six years and as city manager for the last
218 two and one-half years,' Rosenberg stated in his letter of resignation which will become
219 public."

220

221 The motion carried as follows:

222

223	Vice Mayor Robertson	aye	Ms. Dull	aye
224	Ms. Mead	aye	Ms. Darby	aye
225	Mr. Holmes	aye	Mayor Oakes	aye
226	Mr. Claffey	aye		

227

228 Mr. Claffey moved that the Council of Staunton Virginia approve the resolution appointing Leslie
229 Beaugard as the Acting City Manager of Staunton, Virginia.

230

231 The motion was seconded by Mr. Holmes and carried as follows:

232

233	Ms. Mead	aye	Ms. Darby	aye
234	Mr. Holmes	aye	Mayor Oakes	aye
235	Mr. Claffey	aye	Vice Mayor Robertson	aye
236	Ms. Dull	aye		

237

238 City Attorney John Blair, at the request of Mayor Oakes, presented the severance benefits that
239 Mr. Rosenberg was to receive. Virginia Code § 15.2-1510(1) requires that when an individual
240 leaves the service of a local government or school board, they are provided severance benefits
241 and that those benefits are announced at a public meeting.

242

243 • Nine months of salary, totaling \$136,392

- 244 • Twenty days of leave, converted into a cash contribution to his retirement account totaling
245 \$13,988.99
- 246 • Approximately 406 hours of unused general leave time, converted into a total of
247 \$35,496.58
- 248 • Employer's share of health and dental benefits for nine months totaling approximately
249 \$927 per month
- 250

251 Mr. Blair stated that the agreement between the City and Mr. Rosenberg will be made public once
252 executed.

253

254 **ADJOURNMENT**

255

256 There being no further business to come before Council, the meeting adjourned at 4:45 p.m.

257

258

259

260

261

Morgan C. Smith
Interim Clerk of Council

City Council
WORK SESSION
January 27, 2022
5:00 p.m.

Council Members Present: Mayor Oakes, Vice Mayor Robertson, Council Members Claffey, Darby, and Mead. Council Member Dull participated remotely. Council Member Holmes was absent.

Mayor Oakes called the meeting to order: Mayor Oakes called the meeting of Staunton City Council to order.

Mayor Oakes stated, “On January 27, 2022, I received a request from Councilor Dull to participate remotely in the January 27, 2022 Staunton City Council meeting due to a family member’s medical condition that prevents her physical attendance at the meeting. I will now entertain a motion to allow Councilor Dull’s remote participation in this meeting pursuant to Staunton City Council Procedural Memorandum Number Three.”

Vice Mayor Robertson said, “Pursuant to Staunton City Council Procedural Memorandum Number Three, I move to allow Councilor Dull to remotely participate in the January 27, 2022 Staunton City Council meeting due to a temporary medical condition.”

The motion was seconded by Ms. Mead and carried as follows:

Mayor Oakes	aye	Mr. Claffey	aye
Vice Mayor Robertson	aye	Ms. Darby	aye
Mr. Holmes	absent	Ms. Mead	aye

Mayor Oakes asked Councilor Dull to state the location from which she was participating. Ms. Dull responded that she was at 1003 East Beverley Street, Staunton, Virginia. Mayor Oakes asked Council and the audience if they could hear Councilor Dull. The response was affirmative.

1. Consideration of Work Session and Regular Meeting Agendas

Consistent with Procedural Memorandum No. 3, the agendas were presented for Council consideration.

Mr. Claffey moved to approve the Work Session agenda and the Regular Meeting agenda as presented.

The motion was seconded by Vice Mayor Robertson and carried as follows:

Mayor Oakes	aye	Mr. Claffey	aye
Vice Mayor Robertson	aye	Ms. Dull	aye
Ms. Mead	aye	Ms. Darby	aye
Mr. Holmes	absent		

49 **2. Presentation of Snow Plow Art: Partnership between City of Staunton Public Works**
 50 **and Staunton City Schools**
 51

52 Superintendent of Staunton City Schools Garrett Smith presented, along with Staunton City Schools
 53 Executive Director of Instruction Stephanie Haskins, a slideshow of the snowplow artists' work
 54 installed on the City's snowplows. One student from each of Staunton City Schools was chosen:
 55

- 56 • A. R. Ware Elementary – Randall Enoch, 2nd grade
- 57 • Bessie Weller Elementary – Na'siah Bolden, 5th grade
- 58 • Thomas McSwain Elementary – Phoenix Lathrop, 3rd grade
- 59 • Shelburne Middle School – Charlotte Carbajal, 7th grade
- 60 • Staunton High School – Madison Helmick, 12th grade

61
 62 The students were in attendance with their art teachers to be recognized and take a group photo
 63 with the Staunton City School Board and City Council.
 64

65 **3. Joint Work Session—City Council and School Board**
 66

67 Chairman Kenneth Venable called the Staunton City School Board to order.
 68

69 He stated that School Board Member Ron Ramsey had requested to participate remotely due to a
 70 temporary medical condition that prevents him from attending the meeting in person.
 71

72 Vice Chair Amy Wrotchford moved to accept the request.
 73

74 The motion was seconded by Mr. Boyle and carried as follows:
 75

76	Mr. Boyle	aye	Ms. Wrotchford	aye
77	Ms. McCurdy	aye	Mr. Venable	aye
78	Ms. Paulson	aye		

79
 80 Mr. Ramsey stated that he was participating from 422 Windemere Drive, Staunton, Virginia.
 81

82 Mr. Venable turned the meeting over to Dr. Smith.
 83

84 Dr. Smith stated that Budget Director Brad Wegner would be presenting the Schools budget. Mr.
 85 Wegner stated that staff has been collaborating with City staff since November and that they were
 86 all committed to making the best choices for the students and families of Staunton. He said that
 87 their top priority was a 5% pay raise for all school staff, as well as increasing the minimum wage
 88 for instructions assistants to \$15.50 per hour. Mr. Wegner opined revenues should be robust in the
 89 coming year.
 90

91 Mr. Wegner stated that staff expect a 5% Standards of Quality raise in each of the years of the
 92 biennium that will put a significant burden on the City of Staunton fund 60-75% of the raise applied
 93 to all school staff. He shared that Governor Youngkin has stated that education is a top legislative
 94 priority but as Richmond is in transition, there will not be a clear view of the State education budget
 95 for a few weeks. Mr. Wegner stated that the Schools have used federal funds to pay for certain
 96 recurring expenditures, including salaries. Eventually the School Budget will have to absorb those
 97 costs. The pandemic continues and will continue to complicate the running of schools and driving

98 up costs. He stated that currently, what is called The Great Resignation is the biggest threat to
99 function schools and the School Budget proposal targets this issue head on.

100

101 Mr. Wegner gave an update on the progress and funding of the School's Operations Complex and
102 the Shelburne Middle School renovation. Phase One has been initiated with two environmental
103 reviews to be done on the leading prospect for the property. Once they are both completed,
104 negotiations can begin. In parallel, staff are preparing an RFP for architectural services.
105 Preliminary estimate for both projects is \$10M. Vice Chair Wratchford asked that City Council
106 confirm support of the project. Mr. Claffey stated that the School Board had Council's support,
107 but that they could not commit to a dollar amount at this time.

108

109 Mr. Wegner stated that the Schools have \$4.2M in the unrestricted fund balance and less than
110 \$500K in undesignated CIP reserves. He asked that Council recognize that these funds are
111 insurance to cover the unpredictable, not available funds. As seen recently, the HVAC system
112 controls failed at Shelburne, the air conditioning had to be replaced at Bessie Weller Elementary
113 and multiple cafeteria freezers failed this past fall. Director of Operations Early McCray estimates
114 there are about three years left of life on the boilers at the Dixon Education Center. Mr. Wegner
115 shared that over the last two years reserves have contributed \$974K to meet operating costs.

116

117 Mr. Wegner stated that in the late 1990s a 50/50 revenue sharing agreement has been applied to
118 the budget. In recent years Economic Development agreements have been taken out of the total
119 number, before the 50/50 have been calculated. He also stated that at this year the City is proposing
120 to take out outside agencies out of the total as well. School board member Mr. Boyle interjected
121 and stated that the 11 years he had been on the board, the 50/50 revenue share has been an
122 understanding and that the City and Schools share an HR department but now the Middle River
123 Regional Jail obligations are going to impact the school budget. Vice Chair Wratchford mentioned
124 that the school system also has outside obligations as well, for example the Valley Career and
125 Technical Center (VCTC) and the Governor's School. Dr. Smith shared that the VCTC has asked
126 for funds towards a renovation with a 50/25/25 split for capital improvement projects funded by
127 Augusta County (50%), Staunton (25%) and Waynesboro (25%). Augusta County has pledged
128 \$2M, Waynesboro pledged \$1M, and School Board Chair Venable and Mr. Ramsey, as Staunton
129 representatives, voted against the funding. Dr. Smith opined that just because Staunton
130 representatives did not vote for the project, the obligations do not go away. Vice Chair Wratchford
131 clarified that was funding for just the first phase.

132

133 Mr. Claffey asked about the Schools unrestricted fund balance of \$4.2M. He stated that the City
134 has a specific percentage of City funds that has to be set aside for reserves. Mr. Trayer stated that
135 the Schools are required to do similar. Mr. Claffey stated that the slides presented demonstrated
136 that the Schools have a fully funded reserve while the City does not. Mr. Trayer clarified that the
137 City has a fully funded reserve as well, though slightly below recommendations.

138

139 Mr. Wegner suggested that in the spirit of collaboration that the Schools were asking that the
140 revenue share formula be kept simple. So rather than adding multiple obligations and complicating
141 the math, they suggest to keep it simple. Ms. Mead asked what that entailed. Mr. Wegner clarified
142 that the formula should be calculated with the 50/50 share and then the EDA agreement is then
143 deducted and outside organization should not be deducted from the total number.

144

145 Mr. Claffey asked if \$265,000 was the difference. Vice Chair Wratchford clarified and stated it
146 was \$275,000 and in the School budget that represented three teachers and two instructional
147 assistants.

148
149 Mr. Wegner shared that the Schools were able to use \$12M in federal COVID relief funds for one-
150 time expenditures including hardware, buses, automobiles, \$2.75M toward the Operations
151 Complex and the Shelburne renovation, and improving HVAC systems across the district.
152 However, some of the funds have been used to pay recurring costs, including data charges
153 associated bridging the digital divide in Staunton, floating substitute teachers, and salaries for
154 positions that were at risk. He stated that over the next three years, the cost of absorbing these
155 recurring expenditures will fall on the City. Ms. Mead asked for clarification if the \$12M was the
156 total of all funds received. Mr. Wegner stated that it was and that in FY2024 \$360K will fall over
157 to local expenditures and in FY2025 all of the federal funding is gone.

158
159 Vice Mayor Robertson asked why the Schools used one-time funds to pay for recurring costs when
160 the City has been advised by multiple sources not to do so. Mr. Wegner replied that if they had not
161 used those funds, those teaching positions would have been cut. Vice Chair Wratchford stated that
162 enrollment continues to rise.

163
164 Discussion ensued regarding the labor shortage in the teaching field as well as the lack of
165 substitute teachers. Staunton substitute teachers are paid \$135 a day, but the school system is still
166 in need. Full-time teachers are often paid to use their planning period to substitute for a class.
167 Human Resources Director Jon Venn opined that the pool of interested teachers is shrinking and
168 has been for the past decade. Discussion continued about teacher salaries and comparison to area
169 localities.

170
171 Mr. Wegner shared that the School will be commissioning a formal study to evaluate the impact
172 of new housing developments in the City on school population and facility requirements.

173
174 Mayor Oakes asked Council members if they had any questions.

175
176 Mr. Venable asked what the difference in cost would be had the Schools been able to acquire the
177 building at Staunton Crossing. Dr. Smith said that had the Schools been able to acquire Building
178 126 they would already have the financing to do so.

179
180 Ms. Dull stated that she would recommend that as the Schools commission their formal study that
181 they make sure to include the projected increase in revenue from Real Estate, Meals and Sales
182 taxes.

183
184 Council members did not have any further questions.

185
186 The School Board Meeting was called to adjourn at 6:09 p.m. by Mr. Venable

187
188

189 **4. Discussion of City Manager Search Process**

190
191 Director of Human Resources Jon Venn stated that he would like guidance from Council whether
192 or not they want to engage a formal third-party process to identify an interim City Manager or
193 appoint someone internally for that position. Would that third party be used for an interim as well

194 as the full-time City Manager or just the full-time position. He stated that there are State
195 cooperative contracts that do not require an RFP from the City, or Council could choose to send
196 our a request for quotes to find a third-party firm. Mr. Venn said that the cost is somewhere
197 between \$40K-\$55K to hire a third party firm. City Attorney John Blair added that Council could
198 also choose to take applications through the City’s Human Resources. Mr. Venn stated that while
199 he felt comfortable in following the third option, he does not believe that HR has the same reach
200 that a third-party firm would have.

201

202 Mayor Oakes asked Council members if they had any questions.

203

204 Mr. Claffey asked Mr. Blair that since the City of Charlottesville has had a fair amount of turnover
205 whether he had determined the best way to move forward. Mr. Blair said that as like with any
206 executive position, there are search firms that are experts in finding the right candidate. He also
207 shared that it is common for localities to appoint an internal interim city manager and to engage a
208 search firm for the permanent position. He also recommended that Council ask Acting Manager
209 Leslie Beauregard as she has been in the field for many years. Ms. Beauregard agreed with Mr.
210 Blair and said that a search firm is engaged to gain their expertise in the profession to find the right
211 candidate.

212

213 Mr. Claffey asked what it required to post the position on the Virginia Municipal League website
214 and others. Mr. Venn stated that it does require a small cost and that the City would post the
215 advertisement on multiple job boards. Mr. Claffey asked if Mr. Venn was comfortable doing that.
216 Mr. Venn said he was. Ms. Mead asked if it would be effective. She stated that she went on the
217 VML website and there were no City Manager positions listed.

218

219 Vice Mayor Robertson said that he was not sure that Council needed to make a decision at the
220 moment, especially with Mr. Holmes being absent. Mr. Claffey stated that it would not hurt to get
221 the position description ready. Mr. Venn stated that he would do that. Ms. Mead stated that she did
222 not think it was fair to Ms. Beauregard to draw out the process, so she would urge Council to find
223 a way to move along more quickly.

224

225 Mayor Oakes asked Mr. Venn about floating interim City Managers. Mr. Venn said that he is
226 aware of people who are free agents and come in as interim and then move on, but he is not aware
227 of anyone at the moment. He would have to reach out to a third-party for help.

228

229 Ms. Dull stated that she was in favor of Ms. Beauregard being the interim City Manager and that
230 Council hire an executive search firm. Vice Mayor Robertson stated that he was not ready to
231 commit to that right now. Mr. Claffey asked that Mr. Venn investigate other area cities in the
232 Commonwealth to determine best practice and salary. Mr. Venn asked for clarification that Mr.
233 Claffey was asking for information regarding actual vendors, costs as it relates to a comparable
234 locality, as well as the total compensation package for sitting city managers or county
235 administrators. Mr. Claffey stated that is what he was looking for and Mayor Oakes asked that Mr.
236 Venn bring the information for discussion at the next meeting of City Council.

237

238 Council members did not have any further questions

239

240 **5. Roll Call**

241

242 Vice Mayor Robertson asked if Ms. Beauregard could speak to the numerous complaints Council
 243 and staff have been getting in regards to snow removal and how citizens can get the information
 244 to the right people. Ms. Beauregard asked if the Vice Mayor could hold his question until Matters
 245 from the Acting City Manager as she will have the staff in charge of snow removal in attendance.
 246 He concurred.

247
 248 Mr. Claffey asked for an update about the Shenandoah Valley Animal Services Center. Ms.
 249 Beauregard asked to hold this topic as well. Mr. Claffey also agreed to hold until Matters from the
 250 Acting City Manager.

251
 252 Council members did not have any further questions

253
 254 **6. Closed Meeting for (i) Discussion Regarding the Acting City Manager; and (ii)**
 255 **Discussion Regarding the City Clerk Appointee**
 256

257 Vice Mayor Robertson moved to enter a closed meeting for discussion regarding the performance
 258 and/or salary of the Acting City Manager, pursuant to Virginia code 2.2-3711(A)(1); and
 259 discussion regarding the appointment of a City Clerk.

260
 261 The motion was seconded by Ms. Darby and carried as follows:

262				
263	Mr. Claffey	aye	Vice Mayor Robertson	aye
264	Ms. Dull	aye	Ms. Mead	aye
265	Ms. Darby	aye	Mr. Holmes	absent
266	Mayor Oakes	aye		

267
 268
 269 Vice Mayor Robertson moved that Council reconvene in an open meeting and certify to the best
 270 of each member’s knowledge that only lawfully exempted public business matters were discussed
 271 and that only public business matters as identified in the closed meeting motion were heard,
 272 discussed and considered in the meeting.

273
 274 The motion was seconded by Mr. Claffey and carried as follows:

275				
276	Ms. Dull	aye	Ms. Mead	aye
277	Ms. Darby	aye	Mr. Holmes	absent
278	Mayor Oakes	aye	Mr. Claffey	aye
279	Vice Mayor Robertson	aye		

280
 281 The work session adjourned at 7:23 p.m.

282
 283
 284
 285

Morgan C. Smith
 Interim Clerk of Council

1 **REGULAR MEETING OF STAUNTON CITY COUNCIL**
2 **Thursday, January 27, 2022**
3 **7:30 p.m.**
4 **Rita S. Wilson Council Chambers**

5
6 **PRESENT:** **Mayor Andrea Oakes**
7 **Mark Robertson, Vice Mayor**
8 **Stephen W. Claffey**
9 **Amy G. Darby**
10 **Carolyn W. Dull (remote participant)**
11 **Brenda O. Mead**

12
13 **ABSENT:** **R. Terry Holmes**

14
15 **ALSO PRESENT:** **Leslie Beauregard, Acting City Manager**
16 **John Blair, City Attorney**
17 **Morgan C. Smith, Interim Clerk of Council**

18
19 **Mayor Oakes called the meeting to order:** Mayor Oakes called this meeting of Staunton City
20 Council to order. Mayor Oakes stated that all individuals are to wear a mask and keep it on at all
21 times.

22
23 The Pledge of Allegiance was recited in unison.

24
25 The invocation/moment of silence was given by Ms. Mead.

26
27 **MAYOR'S REPORT**

28
29 Mayor Oakes shared vision statement: "A culturally rich, historic City with an exciting future of
30 innovation, growth and resilience. You belong here." She stated that the City Council members all
31 have varying opinions and diverse views and that diversity was their strength. She looks forward
32 to working with her fellow Council members to continue to move Staunton forward.

33
34
35 **ADDITIONAL ITEMS BY MEMBERS OF COUNCIL**

36
37 Ms. Mead stated that she watched the video of the Senate committee hearing on Senate Bill 283,
38 which is the bill that offers the opportunity for Augusta County to bring another referendum
39 forward in regards to the Augusta County courthouse. The bill was moved out of committee by a
40 14 to 1 vote. Senator Creigh Deeds was the only one in opposition. She shared that Senator Emmett
41 Hanger spoke in support of the legislation, as did Augusta County Administrator Tim Fitzgerald,
42 and Delegate John Avoli. She also said that attending the meeting for Augusta County was
43 Chairman of the Augusta County Board of Supervisor Gerald Garber and the County's lobbyist.
44 No one was there to represent the City of Staunton. Ms. Mead stated that she prepared a handout,
45 available at the Clerk of Council's desk, that had nonpartisan information on how to find the bill,
46 provide input and learn what the schedule was for committee hearings.

47
48 Mr. Claffey stated that "the Nominations Committee met on January 19, 2022 and would like to
49 make the following motion:

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98

To appoint Norman “Butch” Smiley and Wilson Fauber to the Economic Development Authority for 4-year terms beginning February 1, 2022 and ending January 31, 2026.

To reappoint Joseph Leigh and Nelson “Rusty” Ashby to the Economic Development Authority for 4-year terms beginning February 1, 2022 and ending January 31, 2026.

To reappoint Joy Ingram to the Social Services Advisory Board for a 4-year term beginning February 1, 2022 and ending January 31, 2026.

To reappoint Tracy Toye to the Redevelopment and Housing Authority for a 4-year term beginning March 1, 2022 and ending February 28, 2026.”

Ms. Mead stated that it disturbed her that there was a complete turnover in the Economic Development Authority in the last two years and that very few members had any real experience.

Ms. Dull moved to amend the motion to have each nominee be voted on separately.

The motion was seconded by Vice Mayor Robertson and carried as follows:

Mayor Oakes	no	Mr. Claffey	no
Vice Mayor Robertson	aye	Ms. Dull	aye
Ms. Mead	aye	Ms. Darby	aye
Mr. Holmes	absent		

The Interim Clerk of Council read each appointment as an individual motion and each motion carried as follows:

To appoint Norman “Butch” Smiley to the Economic Development Authority for a 4-year term beginning February 1, 2022 and ending January 31, 2026.

Vice Mayor Robertson	aye	Ms. Dull	aye
Ms. Mead	aye	Ms. Darby	aye
Mr. Holmes	absent	Mayor Oakes	aye
Mr. Claffey	aye		

To appoint Wilson Fauber to the Economic Development Authority for a 4-year term beginning February 1, 2022 and ending January 31, 2026.

Ms. Mead	no	Ms. Darby	aye
Mr. Holmes	absent	Mayor Oakes	aye
Mr. Claffey	aye	Vice Mayor Robertson	aye
Ms. Dull	no		

To reappoint Joseph Leigh to the Economic Development Authority for a 4-year term beginning February 1, 2022 and ending January 31, 2026.

Mr. Holmes	absent	Mayor Oakes	aye
Mr. Claffey	aye	Vice Mayor Robertson	aye

99 Ms. Dull aye Ms. Mead aye
 100 Ms. Darby aye

101
 102 To reappoint Nelson "Rusty" Ashby to the Economic Development Authority for a 4-year term
 103 beginning February 1, 2022 and ending January 31, 2026.

104
 105 Mr. Claffey aye Vice Mayor Robertson aye
 106 Ms. Dull no Ms. Mead no
 107 Ms. Darby aye Mr. Holmes absent
 108 Mayor Oakes aye

109
 110 To reappoint Joy Ingram to the Social Services Advisory Board for a 4-year term beginning
 111 February 1, 2022 and ending January 31, 2026.

112
 113 Ms. Dull aye Ms. Mead aye
 114 Ms. Darby aye Mr. Holmes absent
 115 Mayor Oakes aye Mr. Claffey aye
 116 Vice Mayor Robertson aye

117
 118 To reappoint Tracy Toye to the Redevelopment and Housing Authority for a 4-year term beginning
 119 March 1, 2022 and ending February 28, 2026.

120
 121 Ms. Darby aye Mr. Holmes absent
 122 Mayor Oakes aye Mr. Claffey aye
 123 Vice Mayor Robertson aye Ms. Dull aye
 124 Ms. Mead aye

125
 126
 127
 128 **APPROVAL OF MINUTES**

129
 130 Ms. Mead moved to approve the Special Meeting of December 14, 2021 minutes as presented.

131
 132 The motion was seconded by Vice Mayor Robertson and carried as follows:

133
 134 Vice Mayor Robertson aye Ms. Dull aye
 135 Ms. Darby aye Ms. Mead aye
 136 Mayor Oakes aye Mr. Claffey aye
 137 Mr. Holmes absent

138
 139 Ms. Mead moved to approve the Work Session and Regular Meeting minutes of January 13,
 140 2022 as presented.

141
 142 The motion was seconded by Vice Mayor Robertson and carried as follows:

143
 144 Mayor Oakes aye Mr. Claffey aye
 145 Vice Mayor Robertson aye Ms. Dull aye
 146 Ms. Mead aye Ms. Darby aye
 147 Mr. Holmes absent

148
149
150
151

REGULAR MEETING

152 **A. Public Hearing and Consideration of an Ordinance Authorizing Third Amendment**
153 **to Lease Agreement between the City of Staunton and T-Mobile Northeast**
154 **LLC/Wireless Communications Facilities**
155

156 Director of Public Works Jeff Johnston stated that T Mobile has leased space on the City's Public
157 Works compound for cellular communications equipment since 2007. There have been a series of
158 five-year leases, the most recent which expires this month. Staff are proposing a third amendment
159 to get five more years, running January 2022 to January 2027. Negotiated prices are \$24K the first
160 year with 3% increase each year throughout the five years.

161
162 Mayor Oakes asked if Council had any questions or comments.

163
164 Council members did not have any questions.

165
166
167 Mayor Oakes stated the following:

168
169 "In a moment, I will open up the Public Hearing. It is a time that Council sets aside to hear from
170 citizens and others about a specific topic.

171
172 We ask that you please give your name, your address, and then keep your remarks at 5 minutes or
173 less. When you reach the 5-minute time limit, I will let you know that your time limit has expired.

174
175 For our Zoom participants, please raise your hand now if you wish to speak on this particular
176 Public Hearing. If you raise your hand during this Public Hearing, you also be able to raise your
177 hand during this Council meeting for other Public Hearings and Matters of the Public. Please keep
178 your comments to 5 minutes as well.

179
180 Once everyone who wishes to speak has had an opportunity, I will then close the Public Hearing.

181
182 I will now open the Public Hearing so if you wish to speak, please approach the podium. And will
183 alternate between individuals physically present and those that have their hands raised via the
184 Zoom platform."

185
186 The public hearing was opened.

187
188
189 Albino Fossa, 401 Bowling Street, stated that it was okay to increase things yearly and that a 3%
190 increase is within the range of inflation. However, he expected that when the economy turns
191 downward that there would be a statement that the increase would not continue or would be less.

192
193 Cailyn Seigman, no address given, spoke about a different matter not pertaining to the public
194 hearing.

195
196 With there being no one else wishing to speak, the public hearing was closed.

197
 198 Vice Mayor Robertson moved to adopt an ordinance authorizing approval of Third Amendment to
 199 the lease agreement between the City of Staunton and T-Mobile Northeast LLC for the
 200 maintenance and operation of wireless communications facilities on City property, to be effective
 201 retroactively to January 25, 2022, and further authorize and direct the Acting or Interim City
 202 Manager to sign the lease agreement with such modifications and in final form as approved by the
 203 City Attorney.

204
 205 The motion was seconded by Mr. Claffey and carried as follows:

206				
207	Mayor Oakes	aye	Mr. Claffey	aye
208	Vice Mayor Robertson	aye	Ms. Dull	aye
209	Ms. Mead	aye	Ms. Darby	aye
210	Mr. Holmes	absent		

211
 212 **Ordinance No. 2022 - 04**

213
 214 **AN ORDINANCE AUTHORIZING THIRD AMENDED**
 215 **AND RESTATED LEASE AGREEMENT FOR ANOTHER**
 216 **FIVE YEAR TERM WITH T-MOBILE NORTHEAST LLC,**
 217 **FOR WIRELESS COMMUNICATIONS FACILITIES**

218
 219 **Recitals**

220
 221 **A.** The City of Staunton, Virginia, a municipal corporation and T-Mobile Northeast
 222 LLC (or its predecessor-in-interest) entered into a Lease Agreement dated January 25, 2007, as
 223 amended by First Amendment to Lease Agreement dated March 15, 2012, and subsequently by
 224 Second Amended and Restated Lease Agreement dated March 23, 2017 (“Agreement”), for the
 225 lease of certain leased premises (“Leased Premises”), that are a portion of the premises owned by
 226 the City of Staunton and located at 1911 Craigmont Drive (Parcel # 10121);

227
 228 **B.** The term of the Agreement expired on January 24, 2022, and the parties mutually
 229 desire to renew the Agreement, memorialize such renewal period and modify the Agreement in
 230 certain other respects, all on the terms and conditions reflected in a proposed Third Amendment
 231 to Lease Agreement (“Third Amendment”);

232
 233 **C.** The Staunton City Council held a public hearing regarding this proposed second
 234 extension of the lease on January 27, 2022, and then authorized it by adoption of this ordinance;

235
 236 **D.** This matter involving the proposed Third Amendment has been properly
 237 advertised, heard and considered; and

238
 239 **E.** These recitals are an integral part of this ordinance.

240
 241 **NOW, THEREFORE, BE IT ORDAINED** by the Council of the City of Staunton,
 242 Virginia, that the term of the Lease Agreement is extended for another five-year term retroactively
 243 with the term to commence January 25, 2022 and end January 24, 2027, and the City Manager is
 244 authorized on behalf of the City of Staunton, Virginia, to execute a Third Amendment to Lease
 245 Agreement, as proposed, with T-Mobile Northeast LLC, and to make minor modifications to such

246 instrument prior to execution, upon advice of the City Attorney, and to take such further reasonable
247 actions related to execution and implementation of the Third Amendment.

248
249 Introduced:

250 Adopted:

251 Effective Date: January 25, 2022

252 /S/Andrea W. Oakes

253 Andrea W. Oakes, Mayor

254 ATTEST: /S/Morgan C. Smith

255 Morgan C. Smith,

256 Interim Clerk of Council

257

258 **B. Update on the Staunton Crossing Economic Development Efforts**

259

260 Director of Community and Economic Development Billy Vaughn stated that he was going to
261 share an update on Staunton Crossing, but also general economic development that was going on
262 in the City of Staunton.

263

264 New buildings/businesses include:

- 265 • Car wash, across Richmond Avenue from McDonough Toyota
- 266 • Take 5 Oil Change, cross Richmond Avenue from Burger King
- 267 • Cookout, between Aldi and Bojangles
- 268 • Jersey Mike's, beside the new Chipotle
- 269 • Wendy's, other side of the new Chipotle
- 270 • Waffle House, beside the new 7-11

271

272 Vice Mayor Robertson asked if anyone was going into Waffle House's old location once they
273 moved to the new facility. Mr. Vaughn answered that he did not know and that more often the
274 permitting side of development knows more about what business are moving in and out.

275

276 Mr. Vaughn reminded Council that demolition and abatement at Staunton Crossing began about a
277 year ago. The contractor had 12 months to complete the \$2.4M project that included \$432K from
278 the Virginia Economic Development Partnership's Brownfields Grant that helped with the
279 handling of environmental matters. There are 19 buildings on the property, 14 have been razed.
280 Staff have asked the contractor to provide a timeline of how long it will take to demolish the
281 remaining five buildings.

282

283 Vice Mayor Robertson asked what the economic recovery fee was in regards to not completing
284 the project by deadline. Mr. Vaughn replied that the liquidated damages, as outlined in the contract
285 is \$600 per day and that staff has engaged in discussion with the City Attorney about this matter.

286

287 Mr. Vaughn shared that a recommendation of the business plan was to develop a marketing plan.
288 Using the City's procurement process, a request for proposals was posted and five proposals were
289 received. The interview team included Economic Development staff, Communications Manager
290 Michelle Bixler, and Economic Development Authority member Allison Denbigh. The interview
291 panel selected the team of Timmons Group and Hunton Andrews Kurth. The team just had a
292 kickoff meeting earlier in the week that included representatives from the VEDP, the Shenandoah
293 Valley Partnership, Ms. Denbigh representing the EDA and the Staunton Innovation Hub, Greg
294 Campbell with the Shenandoah Valley Regional Airport, Jim VanDerzee with the Buckingham

295 Branch Railroad and also developers Allen Dahl and Peter Wray. The team will take the
296 information gleaned from the group, conduct research and will have a follow up meeting in
297 February. A draft plan will be presented in March. The cost of the plan is \$40K and is within
298 budget.
299

300 The Crossing Way Extension project is an \$8.7M Virginia Department of Transportation project.
301 It will connect Richmond Road to Valley Center Drive and will include a 100 space Park and Ride
302 lot, a bus shelter for the BRITE bus system, as well as charging stations. The original plan was to
303 submit a contract award the first quarter of 2022, but bids came back \$1M to \$2M over estimate
304 and VDOT staff then engaged with the City Engineer and other staff to find a way to engineer the
305 project to reduce costs. Charging stations were cut to save costs. There is at least a two to three-
306 month delay in getting the project started.
307

308 Mr. Vaughn informed Council that the City of Staunton received an \$850K grant from the VEDP
309 to fund getting the Staunton Crossing site to a tier four or tier five. Staunton received the third
310 largest amount and there were no other projects north of the City. Ms. Mead asked how many tier
311 four sites will be in the Commonwealth once Staunton Crossing achieves that classification. Mr.
312 Vaughn said that there were quite a few tier two sites, but only one or two sites in the Roanoke
313 area that are tier four. He reiterated that EDA is not waiting to achieve tier three or four to develop
314 the site. They are hoping to sell property for redevelopment.
315

316 Ms. Dull recalled that when discussing the business plan for Staunton Crossing, the Timmons
317 Group had stated that the manufacturers or whatever facilities are interested do not require the
318 water and sewer to be in place, but they just need to know that there is an approved plan that can
319 be there within 18 months. Mr. Vaughn confirmed her recollection.
320

321 Mr. Vaughn shared that there is currently a company that is looking to invest between \$100M and
322 \$200M to create over 100 jobs, they need between 20 and 30 acres and will require a railroad spur.
323 At this time, it is fully confidential, so Mr. Vaughn could not share any additional information.
324

325 Finally, Mr. Vaughn opined that several members of the EDA suggested that the City needs to do
326 a better job about getting economic development information out to the public. The members
327 recommended holding a public forum in February or March to answer any and all questions that
328 citizens have about economic development in the City. Ms. Dull encouraged Mr. Vaughn to have
329 the ability for citizens to participate via Zoom.
330

331 Council members did not have any further questions.
332
333

334 **C. Consideration of an Ordinance to Appropriate an Additional 25% of the FY2022**
335 **Adopted Budget**
336

337 Chief Finance Office Phil Trayer stated in response the uncertainty of the economy and the
338 potential impact on the City's FY2022 Budget Revenues, the City's budget was appropriated at a
339 level of 75% to allow staff to assess the impact of a volatile economy was having on revenue as
340 the fiscal year unfolded. As reported at the last meeting, revenues continue to flow into the City at
341 a level sufficient to meet FY2022 Budget requirements.
342

343 Local Taxes of Interest:

- 344 • Meals Tax (through November) are up \$433K to same time last year and are projecting to
345 finish at \$850K above budget projections.
- 346 • Sales Tax (through October) are up \$147K to same time last year, and are trending at
347 \$500K above budget projections.
- 348 • Lodging Tax (through November) are up \$227K to same time last year, and \$327K above
349 budget projections.
- 350 • In addition, Real Estate, Personal Property and Business Occupational taxes are all set to
351 meet budget projections.

352
353 Given these overall positive variances staff feels comfortable with appropriating the final 25% of
354 the FY2022 Budget at this time bringing the total FY2022 adopted budget appropriation to 100%.

355
356 This appropriation request equals \$32,794,216 and was introduced at the January 13, 2022
357 meeting.

- 358 • The City portion = \$22,665,250
- 360 • The Schools portion = \$10,128,966

361
362 Mayor Oakes asked if Council had any questions or comments.

363
364 Council members did not have any questions.

365
366 Mr. Claffey moved to adopt an ordinance amending the FY2022 budget by adding an additional
367 twenty-five percent (25%) of the FY2022 adopted budget in an amount equal to \$32,794,216.

368
369 The motion was seconded by Ms. Darby and carried as follows:

371	Mr. Claffey	aye	Vice Mayor Robertson	aye
372	Ms. Dull	aye	Ms. Mead	aye
373	Ms. Darby	aye	Mr. Holmes	absent
374	Mayor Oakes	aye		

375
376 **[Attachment A]**

377
378
379 **D. Discussion and Consideration of a Resolution Authorizing Virginia Department of**
380 **Transportation Inventory Adjustments**

381
382 City Engineer Lyle Hartt stated in reviewing streets throughout the City that have been constructed
383 in recent years, it was found that there are certain section of a few streets that have not been
384 accepted into Virginia Department of Transportation’s urban maintenance inventory system, and
385 being in the system allows for street maintenance payments to the City. Sections of Stocker Street,
386 Chamberlain Drive, and West Village Drive are not a part of the system. City Council needs to
387 adopt the presented resolution and Mr. Hartt will submit it to VDOT for inclusion.

388
389 Mayor Oakes asked if Council had any questions or comments.

390
391 Council members did not have any questions.

392

393 Mr. Claffey moved that City Council adopt the proposed resolution petitioning the Virginia
394 Department of Transportation (VDOT) to add those portions of Stocker Street, Chamberlain Drive,
395 and West Village Drive, as described and shown on Exhibits A through D to the resolution, to the
396 City’s local system of roads to be included in VDOT’s Urban Maintenance Inventory System.
397

398 The motion was seconded by Vice Mayor Robertson and carried as follows:
399

400	Ms. Darby	aye	Mr. Holmes	absent
401	Mayor Oakes	aye	Mr. Claffey	aye
402	Vice Mayor Robertson	aye	Ms. Dull	aye
403	Ms. Mead	aye		

404
405 **A RESOLUTION**
406 **OF THE COUNCIL OF THE CITY OF STAUNTON, VIRGINIA**
407 **AUTHORIZING THE REQUEST FOR THE STREET ADDITIONS OF PORTIONS OF**
408 **STOCKER STREET, CHAMBERLAIN DRIVE, AND WEST VILLAGE DRIVE TO THE**
409 **CITY’S LOCAL SYSTEM OF ROADS ELIGIBLE FOR VIRGINIA DEPARTMENT OF**
410 **TRANSPORTATION MAINTENANCE PAYMENTS**

411
412 **Recitals**

413
414 **A.** Whereas, pursuant to the provisions of Virginia Code § 33.2-319, the Virginia Department
415 of Transportation (VDOT) makes payments to municipalities for the maintenance of qualifying highways;
416 and

417 **B.** Whereas, VDOT procedures require that municipalities requesting lane mileage additions
418 and deletions for payments under § 33.2-319 submit Form U-1, “Request for Street Additions, Deletions or
419 Conversions for Municipal Assistance Street Payments,” as approved by the municipality’s governing
420 body;

421 **NOW, THEREFORE, BE IT RESOLVED** that, the Council of the City of Staunton,
422 Virginia, hereby petitions VDOT to accept those segments of streets listed on Form U-1 for street
423 maintenance payments; a copy of said Form U-1 being attached hereto and made part of this
424 resolution and incorporated by reference as **Exhibit A**; and further identified on the attached area
425 sketches; a copy of said sketches also attached hereto and made part of this resolution and
426 incorporated by reference as **Exhibits B, C, and D**;

427
428 **BE IT FURTHER RESOLVED** that, Form U-1 and accompanying sketches, and a copy
429 of this resolution, shall be transmitted to the Resident Engineer/Administrator of VDOT;

430
431 **BE IT FURTHER RESOLVED** that, this resolution shall be in full force and effect upon
432 its passage.

433
434 Introduced:
435 Adopted:
436 Effective Date:

437
438 /S/Andrea W. Oakes
439 Andrea W. Oakes, Mayor

440 ATTEST: /S/Morgan C. Smith
441 Morgan C. Smith,

442 Interim Clerk of Council

443

444

445 **MATTERS FROM THE ACTING CITY MANAGER**

446

447 Acting City Manager Leslie Beauregard asked that Mr. Blair provide an update on masking in City
448 Hall. The Virginia Department of Labor and Industry's Virginia Health and Safety Codes Board
449 issued a regulation that required workplaces to have their employees wear masks in areas of high
450 or substantial transmission. That regulation became effective on September 8, 2021. At the time,
451 City Manager Steve Rosenberg decided that if all employees in City Hall were going to have to
452 wear a mask, that everyone entering City Hall would need to wear a mask. On January 15, 2022
453 Governor Youngkin posted an executive order that the Health and Safety Codes Board should
454 convene a meeting within 30 days of the executive order to reexamine its regulations related to
455 COVID, which includes the masking requirement for employees. That meeting is scheduled for
456 10 a.m. on February 7, 2022 at the Fairfield Library in Richmond.

457

458 Ms. Beauregard provided an update on the Shenandoah Valley Animal Services Center. She met
459 with Waynesboro City Manager Mike Hamp and is able to share important information. She stated
460 that she will be meeting with Mr. Hamp and Augusta County Administrator Tim Fitzgerald
461 regularly to work through this situation together. As Mr. Rosenberg shared a few weeks ago, there
462 is a significant list of maintenance that needs to occur at the facility, but that Mr. Hamp stated
463 Waynesboro is working through the requests and some need to be contracted out while others can
464 be done internally. Mr. Fitzgerald and Mr. Hamp encouraged SVASC staff to keep the doors of
465 communication open and direct regarding maintenance needs.

466

467 Ms. Beauregard asked Mr. Hamp what amount would be budgeted in FY2023 for the shelter and
468 she was told that those numbers were not ready at this time. Mr. Trayer will reach out to
469 Waynesboro's Finance Department to find out when to expect the figures. Discussion has not yet
470 started in regards to the fiscal agent issue, but it is on the agenda for her upcoming meeting. Ms.
471 Beauregard shared that the City contributed the following amounts to the animal center in recent
472 past:

473

- 474 • FY2019 - \$81,133
- 475 • FY2020 - \$85,244
- 476 • FY2021 - \$104,951
- 477 • FY2022 (budgeted) - \$95,000

478

479 Vice Mayor Robertson asked that if the salary of the director was increased, then the FY2022
480 might have to be adjusted. Ms. Beauregard said that she believed so, and that there will certainly
481 be an increase in FY2023. Ms. Dull stated that she had heard from citizens that donation made to
482 the animal shelter, if sent to the City of Waynesboro as fiscal agent, are not being given to the
483 shelter. Ms. Beauregard stated that she will look into that matter.

484

485 Ms. Beauregard introduced Director of Public Works Jeff Johnston to talk about snow removal.
486 She noted that staff and Council have received several complaints about snow plowing and
487 sidewalk clearing. The last snowstorm revealed some gaps in the City's snow removal procedures
488 and that staff will take a hard look at those procedures.

489

490 Mr. Johnston started by saying that every snowstorm is different. He shared that the Martin Luther
491 King Day weekend storm was a significant amount of snowfall. It came down to where could they
492 put the snow. In some places the snow had to be piled three or four feet high and in others there
493 was three or four feet unplowed between driveways and travel lanes. The crew tries to find a right
494 balance on each street and want to get people a clear shot to the travel lanes as possible. Once
495 streets have been plowed, the crew does not go back, especially once homeowners have opened
496 up their driveways. However, working with the Schools transportation office, there were some
497 areas that needed to be plowed again so that buses could get through.

498
499 Ms. Dull mentioned that with large snowfall in years past, Public Works would remove all the
500 snow from Downtown and put it in the Wharf Parking Lot. Mr. Johnston said he was aware of
501 what had happened in the past and that topic will be a part of the aforementioned review of
502 procedures. He wants to make sure that those kinds of decisions are criteria based and transparent,
503 especially since that work is done after the original plowing and is non-reimbursable work by
504 VDOT. Mr. Johnston also said that any snow that will be removed from Downtown in the future
505 will be taken to the City's salt barn on Middlebrook Avenue to be out of the way.

506
507 Mr. Johnston said that in the future, general advice is to move as many cars, trailers and boats off
508 the road and out of the way if at all possible. He also said to stay off the road during snow plowing
509 and make sure to give the trucks space. Also, every storm is different and every plow is different,
510 so please be patient. Make sure to check to City's website to see the map of Staunton that shows
511 what areas have been plowed, if your street has been missed, call Public Works at 540.332.3892
512 and let staff know.

513
514 Ms. Beauregard asked that Mr. Blair talk about Staunton City Code in regards to snow removal on
515 sidewalks and enforcement. He shared that he is part of a statewide group of the local government
516 attorney in Virginia and a conversation was recently had amongst the group in regards to this topic.
517 The group concluded that almost every City, Town and County has a similar ordinance but that no
518 one enforces it. Ms. Mead asked that this matter be looked into further and see if there can be a
519 differentiation between expectations for businesses and expectations for residences. Mr. Blair
520 stated that this matter will be added to the agenda for the internal discussion.

521
522 Director of Parks & Recreation Chris Tuttle shared that his crew handles clearing the City parking
523 lots and all City property. At this time he has two people plowing the lots and four clearing
524 sidewalks.

525
526
527

528 **MATTERS FROM THE PUBLIC**

529

530 Mayor Oakes read the following statement:

531

532 "This part of City Council's agenda is entitled "Matters from the Public." It is a time that Council
533 sets aside to hear from citizens and others about a wide variety of subjects. Before we begin, I'd
534 like to share five basic ground rules that we ask you to respect as you make your remarks:

535

536 1. Please come to the podium or begin your call, identify yourself, and complete your remarks
537 within 5 minutes. I will let you know when you've reached your 5 minutes. We ask that you

538 please give your name, your address, and then keep your remarks at 5 minutes or less. When you
539 reach the 5-minute time limit, I will let you know that your time limit has expired. If you continue
540 to speak, I will ask you to step away from the podium or to end your call. If you continue to speak
541 after I inform you that you have exceeded your time limit, I will, again, ask you to please stop
542 speaking and step away from the podium or end your call. If you still continue to speak, I will ask
543 the Clerk of Council to end your call, and if you continue to speak from the podium, you may be
544 charged with disorderly conduct under Virginia Code § 18.2-415(A)(2).
545

546 2. This is a time for us as a Council simply to listen to your remarks. In an effort to encourage and
547 maintain orderly conduct, we will not engage in give and take debate. If you are seeking
548 information, you may mention it during your remarks and the City Manager or his staff may get
549 in touch with you in the days ahead.
550

551 3. We ask that you direct your comments to Council as a whole and not to identify members of
552 Council or to an individual employee of the City. If you want to take up an issue with an individual
553 member of Council or an employee, please speak with us before or after the meeting. We are also
554 accessible by phone, mail or email. Again, we ask that you direct your comments to the Council
555 as a whole.
556

557 4. We expect every speaker to be civil and courteous. Using profanity, making personal attacks
558 on an individual unrelated to the performance of their official duties on behalf of the City of
559 Staunton, and doing anything that is disruptive to the orderly conduct of this meeting will not be
560 tolerated.
561

562 5. Finally, as the presiding officer, it is my duty to remind you that if you choose not to abide by
563 these ground rules, I may find that you are out of order and will ask you to withdraw from the
564 podium or to end your call. We certainly do not want to reach that point and even beyond, so we
565 respectfully ask for your full cooperation in observing these guidelines.
566

567 If you wish, you may obtain a copy of the ground rules from our Interim Clerk of Council, Ms.
568 Smith. And now, we welcome all speakers. The podium is now available for matters from the
569 public as well as remote participants using the Zoom platform.”
570

571 Albino Fossa, 401 Bowling Street, spoke about his need for more than five minutes to be able to
572 address all that he needs to say. He also stated that the City is lucky to have Mr. Johnston on staff.
573

574 Allison Profeta, Farrier Court, first asked that fellow citizens first practice mutual aid and help
575 each other with snow removal. She suggested an audit of the City’s boards and commissions to
576 see that they are doing work as determined by their mission, get an update on budgets and find out
577 if board members are actually attending meetings.
578

579 There was no one else wishing to speak.
580

581 **ADJOURNMENT**

582

583 There being no further business to come before Council, the meeting adjourned at 9:23 p.m.

584

585

586

587

588

Morgan C. Smith
Interim Clerk of Council

DRAFT

**CITY OF STAUNTON, VIRGINIA
FY 2022 ADOPTED BUDGET ADDITIONAL APPROPRIATION**

GENERAL FUND	ADDITIONAL APPROPRIATION
ANTICIPATED REVENUE	\$ 6,896,266
General Property Taxes	3,787,625
Other Local Taxes	3,203,842
Commonwealth of Virginia	463,976
Current Service Charges	340,907
Federal Revenue	297,559
Recovered Costs	52,100
Licenses and Permits	33,875
Use of Money and Property	58,000
Fines and Forfeitures	304,345
Miscellaneous	\$ 15,438,494
Total Revenue	
APPROPRIATIONS	\$ 3,406,563
Transfer to Education Fund	3,332,873
Public Safety	1,920,739
Health and Welfare	1,584,662
Public Works	1,564,615
General Government Administration	965,230
Transfer to Debt Service Sinking Fund	1,211,104
Parks, Recreation, Library, and Cultural	643,507
Judicial Administration	561,689
Community Development	245,263
Transfer to the City CIP Fund	2,250
Educational Agency Contributions	\$ 15,438,494
Total Appropriations	
DEBT SERVICE SINKING FUND	
ANTICIPATED REVENUE	\$ 1,420,829
Transfer from the General Fund	\$ 1,420,829
Total Revenue	
APPROPRIATIONS	\$ 1,420,829
Debt	\$ 1,420,829
Total Appropriations	
CAPITAL IMPROVEMENTS PROJECT FUND	
ANTICIPATED REVENUE	\$245,263
Transfer from the General Fund	\$245,263
Total Revenue	
APPROPRIATIONS	\$245,263
Capital Improvements	\$245,263
Total Appropriations	
BLUE RIDGE COURT SERVICES FUND	
ANTICIPATED REVENUE	\$ 228,918
Non Capital Grants/ Contributions	34,717
Miscellaneous	43,750
Charges for Services	\$ 307,385
Total Revenue	
APPROPRIATIONS	\$ 307,385
Operations	\$ 307,385
Total Appropriations	

WATER FUND**ANTICIPATED REVENUE**

Charges for Service	\$	1,158,649
General Revenues		20,125
Proceeds from Debt Issuance		1,725,000
Total Revenue	\$	2,903,774

APPROPRIATIONS

Operations	\$	866,147
Debt		180,128
Capital		1,857,500
Total Appropriations	\$	2,903,774

SEWER FUND**ANTICIPATED REVENUE**

Charges for Services	\$	977,044
General Revenues		13,125
Total Revenue	\$	990,169

APPROPRIATIONS

Operations	\$	671,936
Debt		230,632
Capital		87,602
Total Appropriations	\$	990,169

PARKING FUND**ANTICIPATED REVENUE**

Charges for Services	\$	93,549
General Revenues		34,870
Total Revenue	\$	128,419

APPROPRIATIONS

Operations	\$	83,814
Debt		44,605
Total Appropriations	\$	128,419

STORMWATER FUND**ANTICIPATED REVENUE**

Charges for Services	\$	193,149
General Revenues		221,413
Total Revenue	\$	414,561

APPROPRIATIONS

Operations	\$	114,561
Capital		300,000
Total Appropriations	\$	414,561

ENVIRONMENTAL FUND**ANTICIPATED REVENUE**

Charges for Services	\$	799,171
General Revenues		14,686
Non Capital Grants/ Contributions		2,500
Total Revenue	\$	816,357

APPROPRIATIONS

Operations	\$	701,963
Capital		114,394
Total Appropriations	\$	816,357

EDUCATION FUND**ANTICIPATED REVENUE**

Commonwealth of Virginia	\$	4,608,977
Transfer from the General Fund		3,406,563
Federal Government		499,522
Charges for Services		219,095
General Revenues		79,219
Total Revenue	\$	8,813,375

APPROPRIATIONS

Administration and Operation of Schools	\$	8,813,375
Total Appropriations	\$	8,813,375

CAFETERIA FUND

ANTICIPATED REVENUE

Operating Grants	\$	396,162
Charges for Service		600
General Revenues		27,316
Total Revenue	\$	<u>424,079</u>

APPROPRIATIONS

Operations	\$	<u>424,079</u>
Total Appropriations	\$	424,079

SCHOOL TEXTBOOK FUND

ANTICIPATED REVENUE

Commonwealth of Virginia	\$	42,361
General Revenues		<u>26,823</u>
Total Revenue	\$	69,184

APPROPRIATIONS

Operations	\$	<u>69,184</u>
Total Appropriations	\$	69,184

SCHOOL CAPITAL IMPROVEMENTS PROJECT FUND

ANTICIPATED REVENUE

General Revenues		\$25,000
Total Revenue		<u>\$25,000</u>

APPROPRIATIONS

Capital Improvements		<u>\$25,000</u>
Total Appropriations		\$25,000

STATE OPERATED PROGRAMS

ANTICIPATED REVENUE

Operating Grants	\$	683,972
General Revenues		<u>113,358</u>
Total Revenue	\$	797,330

APPROPRIATIONS

Operations	\$	<u>797,330</u>
Total Appropriations	\$	797,330

Grand Total Revenues	\$	32,794,216
-----------------------------	-----------	-------------------

Grand Total Expenditures	\$	32,794,216
---------------------------------	-----------	-------------------

Balance

INTRODUCED: January 13, 2022

Approved this 27th day of Jan 2022

Effective Date: Jan. 27, 2022

ATTEST: Morgan C. Smith
Morgan C. Smith
Interim Clerk of Council

CERTIFIED: 
Andrea Oakes
Mayor of Council

CITY COUNCIL



AGENDA BRIEFING

Staunton, Virginia

Meeting Date:	February 10, 2022	Staff Member: Phil Trayer
Item #	A	
Department:	Finance	
Alignment with Staunton Plan (Value/Strategic Area):	Value: Excellence Strategic Area: Responsible, Efficient Government	
Subject:	Capital Improvement Plan FY2022 – FY2026	

Background: Phil Trayer, Chief Finance Officer, has previously provided a review of the annual update to the Capital Improvement Plan (CIP) for all City funds and the Education Fund. City and School Board staff updated the plan to review existing projects and revise projects, and to include new projects.

The plan was presented initially to City Council at its work session on January 13, 2022. It was presented again for additional review and discussion at Council's work session on February 2, 2022.

The School Board is scheduled to review the School CIP on February 14, 2022 and will approve in a subsequent meeting.

An overview of the plan was presented to the Planning Commission on December 16, 2021. A public hearing, consideration, and approval of the plan occurred at its January 20, 2022. The plan was approved on a unanimous vote.

Final consideration of the CIP Plan is scheduled for City Council's meeting on February 10, 2022. The scheduled FY2022 – FY2026 CIP plan totals \$110,821,981. The total CIP, including unscheduled projects, is \$279,214,991.

Attachment: Proposed FY2022 – FY2026 Capital Improvement Plan

Acting City Manager's Recommendation: Recommend that City Council adopt the Capital Improvement Plan, as presented.

Suggested Motion: I move that City Council adopt the FY 2022-2026 Capital Improvement Plan, totaling \$279,214,991.

Acting City Manager: Leslie Beauregard

CITY OF STAUNTON, VA CAPITAL IMPROVEMENT PLAN FY2022 - FY2026

APPROVED - FEBRUARY 10, 2022



**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN
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**CITY OF STAUNTON, VIRGINIA
and
STAUNTON CITY SCHOOLS**

**CAPITAL IMPROVEMENT PLAN
FY 2022 - FY 2026**

STAUNTON PLANNING COMMISSION

CHAIR _____

APPROVAL DATE _____

Attest: _____

CITY COUNCIL

MAYOR _____

APPROVAL DATE _____

Attest: _____

**CITY OF STAUNTON, VIRGINIA
and
STAUNTON CITY SCHOOLS
CAPITAL IMPROVEMENT PLAN**

TOTAL CIP PLAN		FY2022	FY2023	FY2024	FY2025	FY2026	PROJECTS NOT SCHEDULED/NOT FUNDED
GENERAL FUND	\$ 168,219,291	\$ 7,668,292	\$ 13,522,274	\$ 4,501,050	\$ 1,686,050	\$ 34,283,815	\$ 106,557,810
STAUNTON CITY SCHOOLS	\$ 34,625,000	\$ 3,575,000	\$ 4,350,000	\$ 400,000	\$ 650,000	\$ 650,000	\$ 25,000,000
WATER FUND	\$ 52,298,000	\$ 8,598,000	\$ 6,165,000	\$ 8,900,000	\$ 400,000	\$ 400,000	\$ 27,835,000
SEWER FUND	\$ 13,813,500	\$ 494,500	\$ 5,450,000	\$ 450,000	\$ 400,000	\$ 2,000,000	\$ 5,019,000
STORMWATER FUND	\$ 8,571,200	\$ 40,000	\$ 950,000	\$ 1,200,000	\$ 1,400,000	\$ 1,000,000	\$ 3,981,200
PARKING FUND	\$ 1,688,000	\$ 250,000	\$ 288,000	\$ 250,000	\$ 300,000	\$ 600,000	\$ -
TOTAL CIP PLAN	\$ 279,214,991	\$ 20,625,792	\$ 30,725,274	\$ 15,701,050	\$ 4,836,050	\$ 38,933,815	\$ 168,393,010

5 YEAR PLAN= \$ 110,821,981

CITY OF STAUNTON CAPITAL IMPROVEMENT PLAN

OVERVIEW

The City of Staunton's Capital Improvement Plan (CIP) is a comprehensive five-year plan that identifies the City's capital and infrastructure needs for all City operations to include the General Fund, Education Fund, and all proprietary funds that include the Water Fund, Sewer Fund, Environmental Fund, Parking Fund, and Stormwater Fund. The plan provides for the planning of the acquisition of new physical assets and/or the replacement/repair of existing capital assets. The CIP provides a plan and funding for the renovation of public buildings, school buildings, street repairs/additions, water and sewer lines, recreational facilities, community development projects that promote the economic growth and vitality of the City, and the construction of major new facilities. The adoption of the Capital Improvement Plan by City Council indicates Council's support and commitment for the projects and commitment towards the anticipated funding required to maintain facilities and provide new facilities for the community□□

By definition, a capital project is primarily a project to construct/renovate major facilities such as school buildings, office buildings, park facilities, infrastructure needs -water, sewer and other utilities- roads, bridges, major equipment, etc. Capital projects have a useful life to the citizens of at least ten years and are projects that usually require multiple years to complete. These projects, once completed, provide for a quality of life in the City and benefit all citizens in the community.

CAPITAL IMPROVEMENT PLAN REVENUE SOURCES:

Cash transferred from the General Fund Budget from the Adopted Operating Budget

General Fund Unassigned Balance

General Obligation Bonds

State and Federal Grants/Cost Share Agreements

Fund Balance/Reserve Policy, Adopted May 26, 2011

Funds in excess of the Safety Net Reserve, the General Contingency amount, and carry forward appropriations unexpended at fiscal year end, shall be given first consideration for appropriation in the City's Capital Improvement Fund. Such appropriation shall be in the form of a budget amendment to the subsequent year's budget.

Any funds in the Education Fund in excess of the annual expenditures for any year ending June 30 shall be given first consideration for appropriation to the Education Fund Capital Improvement Fund. Such appropriation shall be in the form of a budget amendment to the subsequent year's budget or approved through the annual budget adoption procedures.

City Council Policy #5, Adopted October 12, 1989

Any budget savings in debt obligation/lease payments shall be transferred to the Capital Improvement Fund for future capital projects and equipment.

CAPITAL IMPROVEMENT PLAN BUDGET POLICY

The City will consider all capital improvements in accordance with the Adopted Capital Improvement Plan.

The City will develop a five-year plan for capital improvements and review and update the plan annually.

The City will determine the least costly and most flexible financing method for all projects requiring debt financing.

The City will coordinate the development of the capital improvement plan budget with the development of the operating budget.

The City will maintain all its assets at a level adequate to protect the City's capital investment in order to minimize future maintenance and replacement costs.

The City will schedule its major equipment acquisitions and/or replacement of major equipment as part of the capital investment plan process.

The City will identify projects and estimated costs and a potential funding source for each project as part of the capital investment plan process.

The City will identify capital projects that require annual budget funds to maintain the capital asset requiring personnel and operational costs, and any debt payments for bond financing.

FINANCIAL MANAGEMENT POLICY

City of Staunton, Virginia

Capital Improvement Plan Policy

Adopted: January 25, 2018



The Capital Improvement Plan—the CIP—is the City’s five-year plan for projecting the capital needs of the City. It provides for maintenance and funding of present and future buildings, facilities, major equipment, and infrastructure for the City. The CIP also serves as a planning and programming guide for long-term financial planning, and a plan to promote (i) public and private development for the future community growth, and (ii) effective service delivery to citizens of the City.

The overall strategy of the CIP is to plan for land acquisition, construction and maintenance of public facilities necessary for the safe and efficient provision of public services in accordance with the policies and objectives adopted in the City’s Comprehensive Plan. A critical element of a balanced CIP is the provision of funds to both preserve or enhance existing facilities and provide new assets to respond to changing service needs and community growth. The plan is reviewed and revised annually based on priorities, current circumstances, and economic opportunities.

The adoption of the CIP is not a formal financial commitment to any particular project. The CIP serves as a financial planning tool to provide estimated costs for projects, and a schedule for anticipated capital projects and capital financing. The CIP is a key element in planning and controlling the City’s future debt service requirements. The CIP includes some projects where needs have been defined, but specific financial resources have not been identified to advance the project to a scheduled completion year.

THE LEGAL BASIS FOR THE CIP

The CIP is prepared pursuant to Virginia Code § 15.2-2239, which provides, in relevant part:

A local planning commission may, and at the direction of the governing body shall, prepare and revise annually a capital improvement program based on the comprehensive plan of the locality for a period not to exceed the ensuing five years. The commission shall submit the program annually to the governing body, or to the chief administrative officer or other official charged with preparation of the budget for the locality, at such time as it or he shall direct. The capital improvement program shall include the commission’s recommendations, and estimates of cost of the facilities and life cycle costs, including any road improvement and any transportation improvement the locality chooses to include in its capital improvement plan and as provided for in the comprehensive plan, and the means of financing them, to be undertaken in the ensuing fiscal year and in a period not to exceed the next four years, as the basis of the capital budget for the locality. In the preparation of its capital budget recommendations, the commission shall consult with the chief administrative officer or other executive head of the government of the locality, the heads of departments and interested citizens and organizations and shall hold such public hearings as it deems necessary.

ANNUAL CAPITAL BUDGET

The Capital Budget appropriates funds for specific facilities, major equipment, infrastructure, and improvements approved in the CIP by City Council through the annual budget process or a budget amendment for all governmental and proprietary funds. The first year included in the CIP reflects the approved annual capital budget funding level. Financial resources for projects in subsequent years in the plan are included for planning purposes only for scheduling and financial planning.

The City funds a portion of the CIP with current revenues in the annual Operating Budget. The long-term goal is to dedicate a minimum of 2.5% of the total current General Fund revenues less General Fund Transfers to Other Funds to finance General Fund capital projects. Other available financial resources include Undesignated Fund Balance, General Obligation Bonds, state and federal grants, and private development contributions, which are appropriated through a budget amendment upon approval of a project.

Proprietary Fund revenues are used to finance Proprietary Fund capital improvement projects. General Fund transfers may be used to finance Proprietary Fund capital projects.

The General Fund Capital Budget is appropriated in the City's multi-year CIP Fund. A financial analysis of the fund shall be conducted quarterly to analyze the status of the funding sources, and to review the project-to-date expenditures. Any project balances shall be re-programmed for other capital projects through a budget amendment process.

THE CIP REVIEW TEAM

A CIP Review Team (CIP Team) is responsible for reviewing capital project requests and providing recommendations annually to the City Manager and Planning Commission. This team is comprised of staff from the Office of the City Manager, the Department of Finance, the Department of Community Development, the Department of Public Works, the Department of Information Technology, the Police Department, the Fire-Rescue Department, the Parks and Recreation Department, and School Board staff from the office of the Director of Operations and the Technology Department. The Chief Financial Officer is responsible for the coordination of the CIP process, including the annual review, presentation to the Planning Commission, and the final adoption of the CIP by City Council.

THE CIP PROCESS

The overall goal of the CIP process is to develop CIP recommendations that:

1. preserve the City's past by investing in the upgrade of assets and infrastructure;
2. protect the present with improvements to City facilities, based on an analysis of costs of repair versus costs of replacement;
3. plan for future facilities and infrastructure that considers the annual cost for new service demands as a result of community growth or facilities and services that provide new or improved quality of life for all citizens; and
4. allow for flexibility to take advantage of economic opportunities that provide for public or private capital investment.

The CIP Team meets in October each year to update existing projects, remove projects, and add new projects. Capital projects are forwarded to the CIP Team by departments responsible for their implementation. In proposing a five-year capital plan, the CIP Team considers the feasibility of all proposed capital projects by evaluating their necessity, priority, location, cost, method of financing, availability of federal and state aid, and the necessary investment in the City's infrastructure. The CIP results from an annual review and a systematic process that advances subsequent years' items each fiscal year.

In December, the CIP is presented to the Planning Commission for review and discussion. A public hearing is held at a subsequent Planning Commission meeting in January to receive public comment. After the public hearing, the Planning Commission makes a recommendation concerning the CIP to City Council.

In January, the CIP, with the Planning Commission's recommendation, is presented to City Council, for additional review and discussion, and eventual consideration by Council.

CRITERIA FOR EVALUATING CAPITAL PROJECTS

The CIP Team uses the evaluation criteria stated below as a guide and assessment tool to determine the immediate, near-term, or long-term timing for scheduling capital projects:

1. The CIP shall execute the goals and objectives of the Comprehensive Plan adopted by City Council.
2. The development of the CIP shall be guided by the principles of lifecycle planning to ensure that long-term maintenance, renewal and replacement requirements are adequately addressed to protect the City's investment and maximize the useful life of facilities.
3. The CIP shall include major equipment and facilities, defined as, all fixed installations constructed and/or maintained with public funds, including buildings and structures, utilities and related improvements that have a useful life greater than 10 years.
4. The CIP shall include the fiscal impact of each project to include the total cost of the project and the annual maintenance and operating costs.
5. The CIP shall support the City's efforts to promote economic vitality and a high quality of life.
6. The CIP shall support the City's efforts to encourage the development of affordable and effective multi-use public facilities, as feasible.
7. The CIP shall be developed to provide facilities that are cost-effective, consistent with appropriate best practice standards, community standards, feasibility, and expectations of useful life.
8. The City shall endeavor to execute the projects as approved and scheduled in the CIP. Value engineering principles shall continue to be applied to appropriate capital projects. Changes in project scope, cost and scheduling shall be subject to close scrutiny.

CRITERIA FOR SCHEDULING CAPITAL PROJECTS

The following criteria shall be considered for purposes of scheduling projects in the CIP:

1. Project Urgency
 - a. Is the project required due to state or federal mandates?
 - b. Will the project improve unsatisfactory environmental, health and safety conditions?
 - c. What are the implications if the project is not built?
 - d. Does the project accommodate increases in demand for service?
2. Project Readiness
 - a. Are project-related research and planning completed?
 - b. Are the appropriate departments prepared to execute the project?
3. Project Phasing
 - a. Can the project be phased over multiple fiscal years?
 - b. Are funds readily available to finance the project?
 - c. Does the project have a net impact on the operating budget?
 - d. Does the project preserve previous capital investments or restore a capital facility to adequate operating condition?
4. Planning Questions
 - a. Is the project consistent with the Comprehensive Plan?
 - b. Can projects of similar use or purpose be co-located at one location?
 - c. Does the project increase the efficiency of the service delivery?
 - d. What are the number and types of citizens likely to benefit from the project?

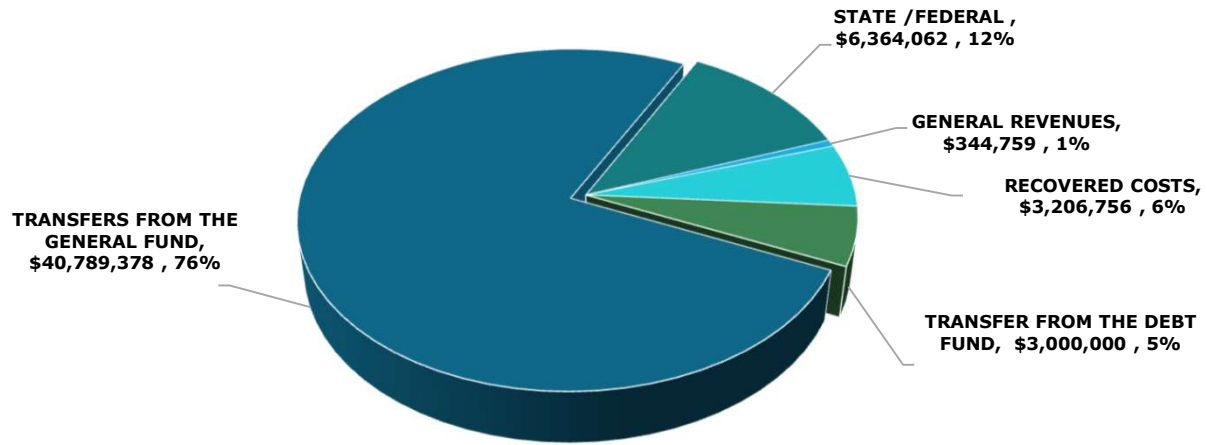
CAPITAL IMPROVEMENT PLAN SCHEDULE

October 1, 2021 @ 10:00 AM	CIP Committee meeting, Planning Conference Room
October - December 8, 2021	Staff review and development of the proposed Capital Improvement Plan. All existing projects to be analyzed, estimated costs updated, and new proposed projects prioritized based on City needs or anticipated changes in the City's needs based on population changes, economic changes, infrastructure projects, etc.
December 13, 2021	Presentation and discussion of the DRAFT School Capital Improvement Plan-School Board work session.
December 16, 2021	Presentation and introduction of the DRAFT Capital Improvement Plan to the City Planning Commission.
January 10, 2022	Adoption of the School Capital Improvement Plan by the School Board.
January 13, 2022	Presentation of the DRAFT Capital Improvement Plan to City Council and discussion with Council of any project, funding proposal, priority of any project, changes to the plan.
January 20, 2022	Public hearing and consideration and adoption of the CIP by the Planning Commission.
January 27, 2022	Discussion and continued review with City Council of any project, funding proposal, priority of any project, changes to the plan.
February 10, 2022	Adoption of the Capital Improvement Plan by City Council.

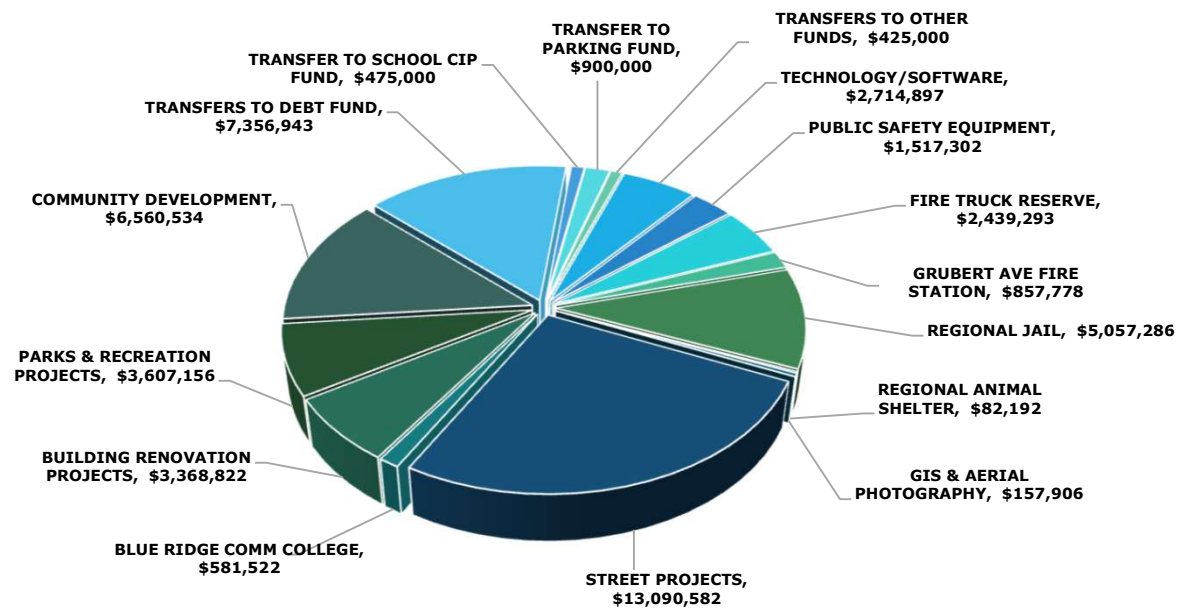
CIP COMMITTEE

Phil Trayer	Chief Financial Officer
Brad Wegner	School Budget Manager
Lyle Hartt	City Engineer
Jeff Johnston	Director of Public Works
Chris Tuttle	Director of Parks & Recreation
Rodney Rhodes	Senior Planner
Jim Williams	Police Chief
Scott Garber	Fire & Rescue Chief
Kurt Plowman	Chief Technology Officer
William Vaughn	Director of Economic Development and Community Development
Leslie Beauregard	Assistant City Manager
Earl McCray	Staunton City Schools-Director of Operations
Tom Lundquist	Staunton City Schools-Director of Technology

**CITY OF STAUNTON GENERAL FUND CIP ACTUAL REVENUES
FY2004 - FY2022
\$53,704,955**



**CITY OF STAUNTON GENERAL FUND CIP ACTUAL EXPENDITURES
FY2004 - FY2022
\$49,192,212**



CITY OF STAUNTON
GENERAL FUND CIP REVENUES - FINANCIAL UPDATE (OCTOBER 31,2021)

FY 2004 - FY2022

CIP GENERAL REVENUE	BUDGET	REVENUES TO DATE	BALANCE
INTEREST INCOME	\$ 5,314	\$ 339,126	\$ (333,812)
MISCELLANEOUS REVENUE	4,950	5,633	(683)
RECOVERED COSTS-OPERATIONS	397,148	506,160	(109,012)
APPROPRIATION OF PRIOR YEAR FUND BALANCE	2,268,470	-	2,268,470
TRANSFER FROM DEBT SERVICE FUND	3,000,000	3,000,000	-
TRANSFER FROM THE GENERAL FUND	40,789,378	40,789,378	-
TOTAL GENERAL GOVERNMENT REVENUES	\$ 46,465,260	\$ 44,640,297	\$ 1,824,963
CIP CAPITAL GRANTS AND CONTRIBUTIONS			
RECOVERED COSTS- HEALTH DEPARTMENT BUILDING	\$ 24,530	\$ 17,840	\$ 6,690
TOTAL CIP CAPITAL GRANTS	\$ 24,530	\$ 17,840	\$ 6,690
PUBLIC WORKS- CAPITAL/NON-CAPITAL GRANTS			
COMMONWEALTH OF VIRGINIA-TRANSPORTATION	\$ 2,741,946	\$ 2,682,756	\$ 59,190
VABF GRANT	\$ 431,200	\$ -	\$ 431,200
RECOVERED COSTS-MONTGOMERY AVENUE	11,333	11,333	0
RECOVERED COSTS- SEARS HILL BRIDGE	150,168	150,168	0
COMM OF VA- PRIMARY EXTENSION PAVING	1,549,475	1,549,484	(9)
COMMONWEALTH OF VIRGINIA- MISCELLANEOUS AID	100,237	97,299	2,938
RECOVERED COSTS- COCHRAN PARKWAY	1,883,747	1,860,887	22,860
FEDERAL GOV'T- MISCELLANEOUS	105,931	105,931	(0)
FEDERAL - SAFE ROUTES TO SCHOOL GRANTS	2,139,299	1,561,840	577,459
STATE/ FEDERAL GOV'T -CENTRAL AVENUE	256,478	232,756	23,722
TOTAL PUBLIC WORKS CAPITAL/NON-CAPITAL GRANTS	\$ 9,369,814	\$ 8,252,454	\$ 1,117,360
PARKS & RECREATION NON-CAPITAL GRANTS			
STATE AID-VDOT FUNDS	\$ 25,000	\$ 24,219	\$ 781
STATE AID-MISCELLANEOUS SLAF LAKE TAMS	210,978	210,978	0
TOTAL PARKS & RECREATION GRANTS	\$ 235,978	\$ 235,197	\$ 781
COMMUNITY DEVELOPMENT CAPITAL GRANTS			
COMM OF VA FRONTIER CENTER	\$ 100,000	\$ 100,000	\$ -
COMM OF VA- RR SMITH CENTER FUNDS	459,167	459,167	-
TOTAL COMMUNITY DEVELOPMENT GRANTS	\$ 559,167	\$ 559,167	\$ -
TOTAL CIP FUND REVENUES	\$ 56,654,749	\$ 53,704,955	\$ 2,949,794
TRANSFERS FROM THE GENERAL FUND			
FISCAL YEAR 2004	\$ 545,747		
FISCAL YEAR 2005	\$ 1,387,431		
FISCAL YEAR 2006	\$ 2,935,405		
FISCAL YEAR 2007	\$ 3,047,527		
FISCAL YEAR 2008	\$ 841,518		
FISCAL YEAR 2009	\$ 3,033,591		
FISCAL YEAR 2010	\$ 2,736,358		
FISCAL YEAR 2011	\$ 3,513,820		
FISCAL YEAR 2012	\$ 2,210,000		
FISCAL YEAR 2013	\$ 2,452,004		
FISCAL YEAR 2014	\$ 3,052,170		
FISCAL YEAR 2015	\$ 2,557,305		
FISCAL YEAR 2016	\$ 1,873,392		
FISCAL YEAR 2017	\$ 1,641,050		
FISCAL YEAR 2018	\$ 791,050		
FISCAL YEAR 2019	\$ 3,391,050		
FISCAL YEAR 2020	\$ 1,785,643		
FISCAL YEAR 2021	\$ 2,515,000		
FISCAL YEAR 2022	\$ -		
TOTAL TRANSFERS FROM THE GENERAL FUND	\$ 40,789,378		

CITY OF STAUNTON
GENERAL FUND CIP PROJECTS - FINANCIAL UPDATE- October 31, 2021
FY 2004 - FY2022

	BUDGET	EXPENDITURES	BALANCE
GENERAL GOVERNMENT ADMINISTRATION			
FINANCIAL SOFTWARE	\$ 1,332,482	\$ 1,273,429	\$ 59,054
INFORMATION TECHNOLOGY EQUIPMENT	265,210	252,877	12,333
FIBER LOOP PROJECT	1,188,591	1,188,591	0
TOTAL GENERAL GOVERNMENT ADMINISTRATION	\$ 2,786,283	\$ 2,714,897	\$ 71,386
PUBLIC SAFETY EQUIPMENT/PROJECTS			
E911 TELEPHONE EQUIPMENT	\$ 502,166	\$ 256,926	\$ 245,240
E911 CALL HANDLING EQUIPMENT	102,262	97,299	4,963
E911 RECORDING EQUIPMENT	150,011	150,011	-
TELEPHONE REPLACEMENT	1,000,000	524,619	475,381
FIRE STATION -GRUBERT AVENUE	857,778	857,778	0
FIRE TRUCK RESERVE	1,704,384	2,439,293	(734,909)
RADIO NARROWBAND PROJECT	500,000	488,447	11,553
REGIONAL JAIL RESERVE	5,576,286	5,057,286	519,000
REGIONAL ANIMAL SHELTER	125,000	82,192	42,808
TOTAL PUBLIC SAFETY PROJECTS	\$ 10,517,887	\$ 9,953,851	\$ 564,036
ENGINEERING PROJECTS			
ENGINEERING AERIAL PHOTOGRAPHY	\$ 141,440	\$ 141,440	\$ -
GIS SYSTEM	16,466	16,466	-
TOTAL ENGINEERING PROJECTS	\$ 157,906	\$ 157,906	\$ -
STREET PROJECTS			
STREET IMPROVEMENT PROJECTS	\$ 1,719,559	\$ 1,634,010	\$ 85,549
URBAN STREET CONSTRUCTION 2% MATCH RESERVE ACCOUNT	307,185	1,057	306,128
URBAN STREET CONSTR 2% MATCH-CHURCHVILLE AVE	479,293	464,338	14,955
KALORAMA ST PROJECT	109,193	109,193	-
BOWLING STREET BRIDGE	335,592	335,592	-
HAILE STREET BRIDGE	322,955	322,955	-
MONTGOMERY AVENUE ROAD EXTENSION PROJECT	813,729	813,729	-
SEARS HILL BRIDGE COMMUNITY FOUNDATION ACCOUNT	170,875	170,875	-
SAFE ROUTES TO SCHOOL - SHELBURNE/ WARE SCHOOL	100,361	100,361	-
SAFE ROUTES TO SCHOOL- MCSWAIN SCHOOL	353,440	353,440	-
STATLER /RICHMOND RD -VDOT PROJECT GRANT-CITY MATCH	50,000	-	50,000
RICHMOND RD /GREENVILLE-VDOT PROJECT GRANT-CITY MATCH	35,000	-	35,000
CENTRAL AVENUE STREETScape-FEDERAL PROJECT	2,647,015	2,208,246	438,769
CENTRAL AVENUE STREETScape-CHESAPEAKE BAY GRANT	75,000	75,000	-
NEW SIDEWALKS	700,000	-	700,000
STATE ROUTE 1426 VDOT REVENUE SHARING PROJECT	2,110,000	1,789,303	320,697
BESSIE WELLER SAFE ROUTE TO SCHOOL GRANT	659,838	19,652	640,186
RICHMOND RD/COCHRAN PARKWAY	2,883,747	2,860,887	22,860
BRICK SIDEWALK PROJECTS	85,167	85,162	4
VDOT PRIMARY EXTENSION PAVING	1,549,475	1,549,475	-

CITY OF STAUNTON
GENERAL FUND CIP PROJECTS - FINANCIAL UPDATE- October 31, 2021
FY 2004 - FY2022

	BUDGET	EXPENDITURES	BALANCE
MARTIN LUTHER KING JR MEMORIAL SIGN	41,450	40,940	510
PUBLIC WORKS EQUIPMENT RESERVE	300,000	156,366	143,634
RT 11 / COMMERCE ROAD INTERSECTION	50,000	-	50,000
ADAPTIVE TRAFFIC CONTROL	150,000	-	150,000
TOTAL STREET PROJECTS	\$ 16,048,873	\$ 13,090,582	\$ 2,958,291
EDUCATION			
BLUE RIDGE COMMUNITY COLLEGE	\$ 550,736	\$ 581,522	\$ (30,786)
STAUNTON HIGH SCHOOL PROJECT	400,000	-	400,000
TOTAL EDUCATION	\$ 950,736	\$ 581,522	\$ 369,214
BUILDING MAINTENANCE PROJECTS			
CITY HALL ROOF REPLACEMENT	\$ 165,306	\$ 85,306	\$ 80,000
ART CENTER WALL REPAIR	310,481	196,481	114,001
CITY HALL FLOOR REPAIR	66,140	36,140	30,000
ENERGY SAVINGS PROJECT	1,480,181	1,480,181	-
MHP MOLD REMEDIATION	69,200	69,199	1
BUILDING MECHANICAL SYSTEMS	541,981	242,361	299,620
HEALTH DEPARTMENT BUILDING RENOVATIONS	169,841	169,840	1
BOOKER T BUILDING	266,818	262,603	4,215
LIBRARY FACILITY STUDY	40,000	40,000	-
FIRE STATION ROOF REPLACEMENT	845,000	207,715	637,285
PUBLIC SAFETY BUILDING/SCHOOL STORAGE BUILDING	40,000	39,339	661
COCHRAN JUDICIAL CENTER	606,682	256,682	350,000
PUBLIC WORKS BUILDING MAINTENANCE RESERVE	500,000	282,975	217,025
TOTAL PUBLIC WORKS BUILDING PROJECTS	\$ 5,101,630	\$ 3,368,822	\$ 1,732,808
PARKS, RECREATION, CULTURAL			
FOOTBALL STADIUM IMPROVEMENTS	\$ 60,578	\$ 60,578	\$ -
MHP SOCCER FIELDS	166,272	165,878	394
SKATEBOARD PARK	84,275	84,275	-
BOOKER T PLAYGROUND EQUIPMENT	20,209	20,209	-
GHP PLAYGROUND EQUIPMENT	93,402	93,402	-
MHP POOL BATHHOUSE REPAIRS	37,763	37,763	-
GHP QUARTERBACK CLUB RESTROOMS	70,000	70,000	-
MHP PLAYGROUND EQUIPMENT	90,000	90,000	-
GOLF COURSE IRRIGATION PROJECT	635,491	635,490	1
MONTGOMERY HALL PARK FIELD IMPROVEMENT	15,000	15,000	-
LANDSCAPE PLAN	153,069	153,069	-
GYPSY HILL PARK BANDSTAND REPAIRS	30,000	30,000	-
FIELDHOUSE PROJECT-FOOTBALL STADIUM	32,606	32,606	-
GHP POOL RENOVATIONS	500,000	492,565	7,435
EQUIPMENT	198,200	198,200	-
LAKE TAMS PROJECT	382,637	382,637	0
LAKE TAMS PROJECT - SLAF	210,978	210,978	0

CITY OF STAUNTON
GENERAL FUND CIP PROJECTS - FINANCIAL UPDATE- October 31, 2021
FY 2004 - FY2022

	BUDGET	EXPENDITURES	BALANCE
GHP DUCK POND	76,106	76,106	(0)
MHP BATHROOM/ POOL	275,000	274,317	683
MOXIE STADIUM LIGHTING	52,055	52,055	-
STATLER BROTHERS TRIBUTE	29,030	29,030	-
GHP FENCE	111,115	71,115	40,000
GREENWAYS PROJECT	500,000	-	500,000
FOOTBALL STADIUM ADA IMPROVEMENTS	100,000	87,682	12,318
GHP RESTROOM REPLACEMENT	350,000	-	350,000
GHP TOT PLAYGROUND	75,000	40,000	35,000
TOTAL PARKS, RECREATION, CULTURAL	\$ 4,348,786	\$ 3,402,955	\$ 945,832
LIBRARY			
LIBRARY AUTOMATION SYSTEM	\$ 204,201	\$ 204,201	\$ -
COMMUNITY DEVELOPMENT PROJECTS			
RR SMITH CENTER PROJECT	\$ 609,167	609,167	\$ (0)
PERFORMING ARTS CENTER	100,000	100,000	-
WOODROW WILSON PRESIDENTIAL LIBRARY	100,000	100,000	-
SHENANARTS	8,333	8,333	-
COUNTY COURTS PROJECT	177,452	99,060	78,392
CORRIDOR OVERLAY INCENTIVES	25,000	1,350	23,650
BIKE & PEDESTRIAN PATH	250,000	-	250,000
ECONOMIC DEVELOPMENT RESERVE	1,243,811	1,243,811	(0)
WESTERN STATE HOSPITAL DEVELOPMENT	595,434	595,434	-
STAUNTON CROSSING DEVELOPMENT	3,806,200	3,452,493	353,707
ENTERPRISE ZONE PROGRAM	55,000	21,823	33,177
ENTERPRISE ZONE PROGRAM- CADENCE	175,000	141,011	33,989
ENTERPRISE ZONE PROGRAM- CARDED GRAPHICS	130,521	100,000	30,521
FRONTIER CULTURE GRANT PROJECT	100,000	88,051	11,949
PLANNING & INSPECTION PROJECT	150,000	-	150,000
TOTAL COMMUNITY DEVELOPMENT	\$ 7,525,918	\$ 6,560,534	\$ 965,385
TRANSFERS TO OTHER FUNDS			
TRANSFER TO THE GENERAL FUND -HOTEL DEBT	\$ 600,000	\$ 600,000	\$ -
TRANSFER TO THE TROLLEY FUND -TROLLEY PURCHASE	25,000	25,000	-
TRANSFER TO DEBT SERVICE SINKING FUND	6,756,943	6,756,943	-
TRANSFER TO THE PARKING FUND	900,000	900,000	-
TRANSFER TO BOND CONSTRUCTION	400,000	400,000	-
TRANSFER TO SCHOOL CIP FUND	475,000	475,000	-
TOTAL TRANSERS TO OTHER FUNDS	\$ 9,156,943	\$ 9,156,943	\$ -
CIP PROJECTS RESERVE -UNDESIGNATED PROJECTS	\$ 295,419	-	\$ 295,419
TOTAL GENERAL FUND CIP EXPENDITURES	\$ 57,094,584	\$ 49,192,212	\$ 7,902,371



GUIDING THE PRIORITIES & FOCUS OF CITY COUNCIL & STAFF

The **Staunton Plan** was developed by City Council during their retreat on August 10-11, 2021. The Staunton plan includes a **vision** and **values** to guide *how* the City does the work, and five focus areas, called **strategic areas**, that guide what work should be prioritized. There are also **actions** identified within the strategic areas.

Strategic Areas	Actions
<u>A. Infrastructure</u>	<ol style="list-style-type: none"> 1. Use of ARPA funds and Other State/Federal Assistance 2. Stormwater Management
<u>B. Economic Development</u>	<ol style="list-style-type: none"> 1. Review Corridor Overlay 2. Economic Development Incentive Philosophy and Program 2. Participate in Regional Transit Initiatives
<u>C. Responsive, Efficient Government</u>	<ol style="list-style-type: none"> 1. Staff Training and Development 2. Employees Reflecting the Community they Serve 3. Brief Council on Potential Regional Public Safety Answering Point 4. Conduct Pre Budget Work Session early 2022 for FY2023 Budget 5. FY2023 Budget - Separate Economic Development Direction Position from Community Development Director Position 6. Develop and Adopt Comprehensive Rules of Procedures for City Council Meetings 7. FY2023 Budget - Review City's Organizational Structure and Revise to Better Achieve Council's Goals 8. Develop Dashboard for Reporting Progress of Staunton Plan Strategic Areas and Actions

D. West End

1. Small Area Plan for the West End

2. Marketing Strategy

3. Wayfinding Signs

4. Include References to the West End in City Planning Documents

E. Built Environment

1. New Police Department Space Needs Analysis

2. Fire Department Facilities and Space Needs Analysis

3. Streetscape Plan

4. Schools and Public Works Facilities and Space Needs

5. Citywide Space Needs Analysis and Plan

Chapter 1 – Goals and Objectives

GOALS AND OBJECTIVES

Goals are overarching statements describing the direction that a community wants to go. Goals are general, reflect values of the community, and are visionary to lead to a desired future. Objectives are statements describing how those goals should be reached. Objectives should be measurable and achievable.

Open Space/Environment

Goal: Practice good stewardship of the environmental resources within and surrounding the City by protecting environmentally sensitive areas, preserving open space and natural habitat (including dark skies), minimizing pollution of all kinds, and encouraging sustainability and conservation practices.

Objectives:

- Promote only appropriate uses for open space, floodplains, environmentally sensitive areas, and agricultural-forestal districts.
- Support efforts to preserve Betsy Bell and Mary Gray Mountains by enhancing the use of public areas and exploring the possibility of conservation easements.
- Support development of greenways in and those that connect to the City.
- Encourage the implementation of Mitigation Strategies for the City included in the Central Shenandoah Valley Hazard Mitigation Plan.
- Take a watershed approach to protect water resources, through efforts such as reducing pollution and litter, encouraging stream buffers and restoration of riparian areas, increasing tree canopy, preserving open space, and educating the public.
- Continue implementation of stormwater best management practices.
- Promote energy conservation practices and the potential use of alternative energy sources.

Community Character

Goal: Preserve and capitalize on the rich historical and architectural character of the City by enhancing its physical attractiveness and implementing architecturally appropriate design standards.

Objectives:

- Enhance the physical attractiveness of the City through signage, landscaping and tree plantings, controlling litter, and reducing light pollution through “Dark Sky” techniques such as top and side shields on outdoor lighting.
- Educate citizens, especially property owners, on landscaping, beautification of neighborhoods, proper stormwater management, and the importance of maintaining long-term historic standards.
- Continue support for and cooperative efforts with the Historic Staunton Foundation.
- Support the City’s continued compliance with the historic preservation and the historic district overlay ordinances.
- Explore areas in the City for potential designation as historic districts and continue to identify properties of historical or architectural significance, especially pre- and post- WWII neighborhoods.
- Support preservation efforts of Staunton’s historic African American communities and identify properties of historical or architectural significance.
- Encourage commercial and retail structures that adjoin residential neighborhoods to utilize consistent or complimentary facades and site features to the surrounding neighborhoods when they are developed, redeveloped, or renovated.

Goal: Minimize degradation of scenic and natural resources.

Objectives:

- Use community friendly lighting policies to minimize light pollution and foster comfortable and safe nighttime environments; use smart outdoor lighting in public installations and educate citizens on appropriate lighting choices.

Planning

Goal: Encourage appropriate new development that is well-planned, compatible, incorporates mixed uses when appropriate, and contributes to the resource base of the City.

Objectives:

- Coordinate planning on corridors to promote quality of life and architectural character.
- Educate the public, development community, local officials and staff on the advantages of smart/good development.
- Encourage “living where you work” through at-home businesses in residential areas and small business owners living in commercial and transitional mixed use zones, especially downtown buildings where businesses are at street level and upper floors are residences.
- Continue funding to complete the adopted Streetscape Plan in the Downtown Business District. Expand the Streetscape planning to include entry corridors immediately adjacent to and leading into the Downtown historic districts.
- Review zoning for the Downtown Business District and the adjoining historic districts for compatibility with the architectural character of the area.
- Review building height allowable under current zoning.
- Document the existing and historical architectural character of the Central Avenue area, adjoining historic districts, and neighborhoods.
- Revise zoning as needed to ensure new construction will relate to and be compatible with the historic architectural building and landscape character, including size, scale, and pattern of development.
- Review and update historic overlay zoning for the historic districts to ensure compatibility with the intent of the adopted design guidelines.
- Review and update Certificate of Appropriateness (COA) procedures and process. Consider consent agenda for minor changes and proposed changes clearly documented and following the adopted guidelines.

City of Staunton
Comprehensive Plan – Priority Initiatives
(In No Particular Order)

Adopted July 11, 2019

Goal: Encourage a demographically diverse and growing population.

Objectives:

- Recruit a mix of young professionals, families, and recent retirees to Staunton.
- Develop incentives for young adults to return to the City after completing college or after starting a family.
- Capitalize on the financial resources and life experiences that new retirees bring to the City.
- Ensure adequate facilities and programs are available to support the City's older citizens and empower them to remain active in the community.

Goal: Actively encourage public and stakeholder participation and input for land use and development decisions.

Objectives:

- Encourage civic, service, and faith-based organizations, as well as neighborhood and community associations and the development community to play key roles in neighborhood revitalization through their participation in neighborhood “visioning” exercises.

Neighborhoods and Housing

Goal: Create walkable neighborhoods with the emphasis on pedestrian access and safety.

Objectives:

- Make rehabilitation and development of a quality pedestrian network including a maintenance and enhancement program for existing sidewalks a key priority for capital project funding and implementation.
- Require appropriately landscaped and sized sidewalks within all new developments and major redevelopments. Retrofit existing neighborhoods with appropriately landscaped and sized sidewalks as funding becomes available.
- Maximize the safety of students utilizing the school “walk zones” and by enabling and encouraging walking to school through such programs as “Safe Routes to School”.

City of Staunton
Comprehensive Plan – Priority Initiatives
(In No Particular Order)

Adopted July 11, 2019

- Complete the pedestrian corridor on Churchville Avenue to connect downtown to Gypsy Hill Park.
- Pursue safety efforts to ensure that neighborhood streets along the pedestrian network are as safe as possible from high speed traffic and crime.
- Integrate new developments into surrounding neighborhoods by connecting with existing roads and discouraging cul-de-sacs and isolating neighborhoods.

Goal: Ensure that Staunton’s housing stock is an adequate mix to support the citizenry and the City’s tax base.

Objectives:

- Develop a city-wide housing plan to address housing issues such as affordable housing, blighted areas, historic rehabilitation, housing for seniors and the elderly, and housing too concentrated based on income levels.
- Encourage building projects that infill existing neighborhoods.
- Encourage residential development of upper floors of commercial buildings in downtown.
- Promote mixed use development of housing, shops, businesses, and parks.

Rehabilitation and Re-use

Goal: Promote rehabilitation and conservation throughout the City by reuse of existing infrastructure and buildings, revitalization of blighted and vacant properties, and redevelopment in older, high density areas with existing utilities and infrastructure.

Objectives:

- Provide tools and incentives for private rehabilitation of older structures throughout the City such as grants, low-interest loans, revolving loan funds, tax abatement, and technical assistance.
- Emphasize proactive property and structural maintenance and environmental hazard abatement through public education and volunteer support through community and faith-based organizations.
- Review the Rehab Abatement Program to see if there are any helpful revisions that could benefit homeowners.

City of Staunton
Comprehensive Plan – Priority Initiatives
(In No Particular Order)

Adopted July 11, 2019

- Continue applying for funding from state, federal, private, and non-profit programs for neighborhood improvements.
- Revitalize blighted and vacant properties by creating an inventory to evaluate if zoning changes are needed, create a partnership with public safety officials to address crime, require absent landlords to maintain deteriorating properties, and encourage the City Treasurer to auction tax delinquent and abandoned properties.
- Improve flexibility in older neighborhoods and redevelopment areas by examining lot size, set back, and parking requirements.
- Encourage continued redevelopment of commercial brownfield areas.
- Encourage compatible, in-fill development on vacant lots.

Transportation and Parking

Goal: Provide balanced design that includes use of a variety of transportation options including pedestrian, bicycle, vehicle, and public transportation within the City.

Objectives:

- Develop designs that scale roads and intersections compatible to neighborhoods.
- Evaluate the design of any new transportation project for sidewalks, safety, pedestrian and bicycle access, and the impact on existing neighborhoods.
- Develop safe, designated street crossings and ingress/egress points for pedestrians in high-density neighborhoods that adjoin primary destinations such as downtown, parks, and schools to encourage walking.
- Consider options such as traffic calming devices and traffic routing patterns to disperse traffic away from older, established neighborhoods.
- Continue to make Staunton more bike-friendly with a variety of bike infrastructure on streets as they are built, widened, or resurfaced. Link greenways and bike trails.
- Pursue safe pedestrian networks in and between all neighborhoods.

City of Staunton
Comprehensive Plan – Priority Initiatives
(In No Particular Order)

Adopted July 11, 2019

- Continue participation in a regional transit system that offers transportation options to those who cannot, or choose not, to operate motor vehicles. Expand services of the existing system when possible to provide a broader service area within the City.

Goal: Increase the emphasis on use and design for the City’s current and future parking facilities.

Objectives:

- Implement resourceful parking strategies that promote calculating parking ratios based upon average use instead of capacity use. Examine ways to maximize utilization of downtown parking lots and garages.
- Maintain incentives for retrofitting hard surface commercial parking areas to landscaped areas.
- Create a safe, user-friendly, landscaped pedestrian network of walkways and crossings between public parking and commercial areas.
- Where appropriate, move parking from the front of public and commercial buildings to the side or rear.

Public Service and Government

Goal: Ensure quality and effective public services that meet the needs of citizens and the business community that is balanced with the City’s economic base and resources.

Objectives:

Recreation

- Provide appropriate facilities and programs to adequately meet the recreational needs of the community.
- Continue to support and provide facilities for active and passive recreation activities that provide opportunities for social interaction.
- Work with the local YMCA and similar organizations to provide joint programs and to supplement resources.
- Continue to support the network of parks; small and large.

City of Staunton
Comprehensive Plan – Priority Initiatives
(In No Particular Order)

Adopted July 11, 2019

Public Safety

- Closely monitor personnel and equipment needs of the public safety departments (police, fire, and rescue) to ensure that an optimum level of public safety and protection is maintained for Staunton's citizens, homes, properties, and businesses.
- Continue to promote public safety education and prevention programs for police, fire, and rescue services in schools, neighborhoods, and other settings.
- Develop a volunteer "Crime Watch" or "Neighborhood Watch" program for neighborhoods, parks, public areas, and along the pedestrian network leading to and from destinations.
- Develop a "Fire Watch" program for any areas of the city that border forested and grass lands and have high potential for wildfires.
- Continue support for "closest to call" joint response agreement with Augusta County Fire Department.
- Ensure that the City is prepared in the event of a natural disaster or man-made disaster here or in neighboring regions where it could significantly affect the City or its residents.

Schools

- Support efforts to maintain a quality school system.
- Encourage the continued renovation and upgrade of existing, neighborhood-based schools.
- Encourage more utilization of schools, school grounds, and playgrounds as neighborhood focal points and gathering centers for after hours and community activities when schools are not in session.
- Continue to capitalize on the excellent schools, colleges, and universities in the region to assist with the implementation of planning objectives. Utilize student interns and classes to conduct research; and seek input from professors and students.

City of Staunton
Comprehensive Plan – Priority Initiatives
(In No Particular Order)

Adopted July 11, 2019

Library

- Continue to support regional cooperation between area libraries.
- Support continued maintenance/enhancement of the Library facility and encourage family-friendly programs and services.

Social Services

- Ensure that Staunton maintains its responsibility for the number of social service clients proportionate to its capabilities.

Utilities and Infrastructure

- Encourage extension of water and sewer utilities only where it is planned, and discourage extension of water and sewer utilities into areas where they might promote the development of identified environmentally critical areas.
- Encourage the undergrounding of utilities whenever possible in private and public development, redevelopment and relocation.
- Continue to fund and seek funding for critical stormwater control facilities and flood mitigation activities.
- Encourage the use of smart outdoor lighting when new lighting is installed and transition existing street lighting to smart lighting; follow guidelines of International Dark Sky Association (IDA) and Smart Outdoor Lighting Association (SOLA).
- Continue to require sidewalks and curb and guttering for all new developments and major renovations, but allow for flexibility in design, that maintains the edge of the street and allows for controlled stormwater management.
- Encourage green and sustainable initiatives and integrate emerging technologies that promote use of efficient and renewable energy.

Goal: Ensure that the regulatory and approval processes are clear and facilitate the type of development the City desires.

City of Staunton
Comprehensive Plan – Priority Initiatives
(In No Particular Order)

Adopted July 11, 2019

Objectives:

- Work with stakeholders (including developers, contractors, investors, real estate agents, architects, land surveyors, and bankers) to evaluate the regulatory and approval processes.
- Develop zoning regulations and design goals in a graphic / pictorial format.

Economic Development

Goal: Continue development of a vibrant, active downtown with enhanced business and residential opportunities.

Objectives:

- Continue to support the Staunton Downtown Development Association and its economic development and revitalization efforts.
- Support organizations that expand arts and cultural opportunities for Staunton’s residents and visitors.
- Promote outdoor activities in the downtown area such as dining, sales by downtown businesses, festivals, and community gatherings that encourage pedestrian activity and social interaction.
- Encourage the opening of “basic service” businesses including a grocery store, laundry, and pharmacy in downtown.
- Continue to educate businesses on the benefits within enterprise zones.
- Support opportunities to attract visitors downtown who have stopped at Staunton Crossing or Frontier Center.

Goal: Aggressively pursue an economic development program that strengthens and broadens the City’s economic base, with an emphasis on living wage opportunities.

Objectives:

- Support the goals of the City's Economic Development Plan, including: short- term priorities such as destination retail, tourism, white collar service businesses, and manufacturing in the industrial parks; long-term priorities such as workforce skill development, development of higher paying jobs, and small business development.

City of Staunton
Comprehensive Plan – Priority Initiatives
(In No Particular Order)

Adopted July 11, 2019

- Promote and fill the Green Hills Industry and Technology Center and the Staunton Crossing.
- Work cooperatively with Augusta County and Waynesboro to achieve joint economic development and tourism goals.
- Continue to support the Central Shenandoah Valley's Comprehensive Economic Development Strategies.
- Actively participate in the Shenandoah Valley Partnership, the Shenandoah Valley Technology Council, the Shenandoah Valley Workforce Development Board, the Central Shenandoah Planning District Commission, and similar organizations that promote the economic health and well-being of Central Shenandoah Valley residents and businesses.
- Support an agricultural processing plant in the area to give farmers a way to market and process farm products locally.
- Encourage medical and educational uses in the downtown area.
- Maintain support for a business incubator located in Staunton.

**City of Staunton
Capital Improvement Plan (CIP) Funding Schedule**

	FY22	FY23	FY24	FY25	FY26	TOTAL
Fire Truck Reserve	300,000	400,000	300,000	350,000	350,000	1,700,000
Middle River Regional Jail	200,000	-	500,000	-	-	700,000
Fire Department - Self Contained Breathing Apparatus	30,000	30,000	30,000	30,000	30,000	150,000
Fire Department - Cardiac Monitors	10,000	10,000	10,000	10,000	10,000	50,000
VDOT Matching Funds	100,000	100,000	100,000	100,000	100,000	500,000
Brick Sidewalks	100,000	100,000	100,000	100,000	100,000	500,000
Sidewalks	100,000	100,000	100,000	100,000	100,000	500,000
Public Works Equipment Fund	100,000	100,000	100,000	100,000	100,000	500,000
Public Works Building Fund	100,000	100,000	100,000	100,000	100,000	500,000
Blue Ridge Community College	41,050	41,050	41,050	41,050	41,050	205,250
School CIP Reserves	100,000	100,000	100,000	100,000	100,000	500,000
Street Ineligible Streets / City Parking Lots	150,000	150,000	150,000	150,000	150,000	750,000
Adaptive Traffic Control	150,000	140,000	140,000	140,000	140,000	710,000
Bike & Pedestrian Projects	125,000	125,000	125,000	125,000	125,000	625,000
Greenways Projects	100,000	100,000	100,000	100,000	100,000	500,000
City Hall HVAC Replacement	300,000					300,000
Planning & Inspection Review Software	150,000					150,000
Emergency Radio Replacement - CIP Reserves	400,000					400,000
Bessie Weller Safe Route to Schools - Bud Amendment	200,000					200,000
Bessie Weller Safe Route to Schools - VDOT Funding	283,646					283,646
Bessie Weller Safe Route to Schools -Reserve Funding	43,626					43,626
Streets - Richmond Road / Statler Intersection	934,970					934,970
Emergency Radio Replacement - Carryover Funds	1,600,000					1,600,000
Emergency Radio Replacement - ARPA Funds	2,000,000					2,000,000
Sidewalk - West Beverley / Grubert - HUD Funding	50,000					50,000
NG 911 Call Handling Equipment		160,000				160,000
School Warehouse / Middle School Expansion		2,500,000				2,500,000
Undesignated CIP		350,000				350,000
Public Safety / Judicial Projects					10,000,000	10,000,000
Middle River Regional Jail			1,980,000			1,980,000
Staunton Crossing Road Extension		8,781,224				8,781,224
City Hall Basement - Police Department HVAC		135,000				135,000
Dog Park Lights			100,000			100,000
ADA compliant pedestrian signals			200,000			200,000
Building Maintenance - Pump House @ Gypsy Hill Park			225,000			225,000
Relocation of Maintenance Shop to Nelson Street Center					250,000	250,000
Richmond Ave Road Diet					2,245,805	2,245,805
Greenville Avenue Road Diet					3,727,694	3,727,694
Richmond Road and Crossing Way					4,124,210	4,124,210
Commerce Road and Lewis Creek Greenway					4,256,403	4,256,403
Fire Station					4,500,000	4,500,000
Montgomery Hall Park Lights				140,000		140,000
Sidewalk Edgewood Road N Coalter - N Augusta					1,098,071	1,098,071
Sidewalk N Augusta to Terry Court					1,477,371	1,477,371
Sidewalk N Augusta - Terry Court to Meadowbrook					1,058,211	1,058,211
TOTAL	\$ 7,668,292	\$ 13,522,274	\$ 4,501,050	\$ 1,686,050	\$ 34,283,815	\$ 61,661,481

Proposed Funding Source:	FY22	FY23	FY24	FY25	FY26	TOTAL
Annual Budget	981,050	1,371,050	971,050	971,050	971,050	5,265,250
Budget Amendment	1,475,000	-	1,050,000	715,000	825,000	4,065,000
CIP Fund Reserves	43,626					43,626
GO Bonds	-	-	1,980,000		14,500,000	16,480,000
VDOT Funding	1,218,616	8,781,224	-	-	17,987,765	27,987,605
FY2022 Budget Amendment	1,900,000	3,370,000	500,000	-	-	5,770,000
HUD Funded	50,000	-	-	-	-	50,000
ARPA FUNDS	2,000,000	-	-	-	-	2,000,000

Total	7,668,292	13,522,274	4,501,050	1,686,050	34,283,815	61,661,481
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**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
GENERAL FUND
FY2020 - 2021 - Recap**

DEPARTMENT	PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	ACTUAL FUNDING	COMMENT	
GENERAL GOVERNMENT						
NETWORK SWITCH/TELEPHONE SYSTEM REPLACEMENT	*	BA2021	Replace Obsolete Network Switches/ Telephone Equipment and increase server redundancy	\$ 1,000,000	\$ 1,000,000	Funded and in process
PUBLIC WORKS						
STREETS	*	BA2021	Adaptive traffic control system for Downtown Corridor (Comp. Plan Item 1)	\$ 150,000	\$ 150,000	Reserve was funded in FY2021
PUBLIC WORKS EQUIPMENT FUND	*	BA2021	Annual funding source for acquisition of major equipment for General Fund Streets Department > \$100,000	\$ 100,000	\$ 100,000	Reserve was funded in FY2021
PUBLIC WORKS BUILDING FUND	*	BA2021	Annual funding source for major repairs to City buildings to include replacement of HVAC systems, roof, structural repairs, etc.	\$ 100,000	\$ 100,000	Reserve was funded in FY2021
COURTHOUSE ROOF REPLACEMENT	* *	BA 2021	Replace the roof at the Cochran Judicial Center. Funded from \$200,000 reserves and \$150,000 from Fund Balance.	\$ 350,000	\$ 350,000	Reserve was funded in FY2021
STREET IMPROVEMENTS FOR BICYCLE & PEDESTRIAN PLAN	*	BA 2020	Staunton Bicycle & Pedestrian Plan- May 2018. Construction of bicycle infrastructure, i.e. bike lanes, pavement markings, and signs / Install pedestrian upgrades at various intersections to enhance pedestrian safety.	\$ 125,000	\$ 125,000	Reserve was funded in FY2021
COMMUNITY DEVELOPMENT						
GREENWAYS PROJECT	*	BA 2020	Paved bike and pedestrian paths, landscaping, purchase of properties and easements	\$ 100,000	\$ 100,000	Reserve was funded in FY2021
TOTAL FY2021 CIP PLAN				\$ 1,925,000	\$ 1,925,000	

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
GENERAL FUND
FY2021- 2022**

DEPARTMENT	PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	COMPREHENSIVE PLAN GOALS AND OBJECTIVES	OPERATIONS/ MAINTENANCE
GENERAL GOVERNMENT					
CITY HALL HVAC REPLACEMENT	*	BA2021	Replace 60 ton RTU # 1 Main Building and 3 20 MultiStack Chillers	\$ 300,000	Public Service and Government Annual preventive maintenance
PUBLIC SAFETY					
FIRE DEPARTMENT	*	GF 2022	Fire Truck Replacement Reserve	\$ 300,000	Public Service and Government Annual preventive maintenance
MIDDLE RIVER REGIONAL JAIL	*	BA2021	Middle River Regional Jail Renovation and Construction of Support Facilities	\$ 200,000	Public Service and Government Annual maintenance
PLANNING & INSPECTION	*	BA 2021	Building Inspection and Plan Review software package. Replace the current software program to provide more capabilities for inspection services and plan review.	\$ 150,000	Public Service and Government Annual license fees
POLICE DEPARTMENT RADIOS	*	BA 2021	Replace Public Safety Radios - Equipment shall be compliant with new Augusta Cnty system and will replace equipment that has reached the end of its useful life.	\$ 400,000	Public Service and Government Annual maintenance contract fees
POLICE DEPARTMENT RADIOS	* *	FUND BALANCE / ARPA	Replace Public Safety Radios - Equipment shall be compliant with new Augusta Cnty system and will replace equipment that has reached the end of its useful life. \$1,600,000 Funding from FY2021 Carryover ; * \$2,000,000 funding via ARPA Loss of Revenue calculation	\$ 3,600,000	Public Service and Government Annual maintenance
FIRE DEPARTMENT	*	GF 2022	Self-Contained Breathing Apparatus (SCBA) and Compressor Reserves	\$ 30,000	Public Service and Government Annual maintenance
FIRE DEPARTMENT	*	GF 2022	Cardiac Monitor Replacement Reserves	\$ 10,000	Public Service and Government Annual maintenance
BESSIE WELLER ELEM SCHOOL	* * *	VDOT GRANT / LOCAL MATCH	BWES Safe Routes to School Infrastructure Grant & Match. Project includes sidewalk improvements at multiple intersections along pedestrian route to school, including new asphalt trail to connect Paul and Ames Streets, and new lighting along existing trail to school. VDOT grant (\$283,646) with local match (\$243,626). (UPC 109024 Comp. Plan)	\$ 527,272	Transportation and Parking Annual maintenance
PUBLIC WORKS					
STREETS - CITY MATCHING FUNDS	*	GF 2022	VDOT Construction Projects -City Match Funds	\$ 100,000	Transportation and Parking Annual Maintenance
STREETS	*	GF 2022	City ineligible streets and/or City parking lots- improvements/slurry seal/re-paving	\$ 150,000	Transportation and Parking Annual maintenance
STREETS	*	GF 2022	Adaptive traffic control system for Churchville Corridor - Augusta to Springhill Road	\$ 150,000	Transportation and Parking Annual maintenance
STREETS - RICHMOND ROAD /STATLER BOULEVARD INTERSECTION/ TURNING LANE IMPROVEMENTS	*	VDOT GRANT	Richmond Road/Statler Boulevard - Traffic signal modifications/ upgrades to improve traffic congestion and flow. Intersection approaches capacity at peak hours. VDOT Six Year Improvement Program,100% funding from VDOT (UPC 111047 Comp. Plan)	\$ 934,970	Transportation and Parking Annual maintenance
BRICK SIDEWALKS	*	GF 2022	Annual funding source for sidewalk replacement projects to replace concrete sidewalks with brick	\$ 100,000	Transportation and Parking Annual maintenance

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
GENERAL FUND
FY2021- 2022**

DEPARTMENT	PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	COMPREHENSIVE PLAN GOALS AND OBJECTIVES	OPERATIONS/ MAINTENANCE
NEW SIDEWALKS *	GF 2022	Annual funding source for new sidewalk projects and match funds for VDOT grant programs for sidewalks	\$ 100,000	Transportation and Parking	Annual Maintenance
PUBLIC WORKS EQUIPMENT FUND *	GF 2022	Annual funding source for acquisition of major road equipment for General Fund Streets Department > \$100,000	\$ 100,000	Not Applicable	Annual preventive maintenance
PUBLIC WORKS BUILDING FUND *	GF 2022	Annual funding source for major repairs to City buildings to include replacement of HVAC systems, roof, structural repairs, etc.	\$ 100,000	Not Applicable	Annual preventive maintenance
SIDEWALK- WEST BEVERLEY STREET/GRUBERT INTERSECTION TO MORRIS MILL ROAD *	CIP Fund	New Sidewalk Construction	\$ 50,000	Transportation and Parking	Annual preventive maintenance
STREET IMPROVEMENTS FOR BICYCLE & PEDESTRIAN PLAN *	BA 2021	Staunton Bicycle & Pedestrian Plan- May 2018. Construction of bicycle infrastructure, i.e. bike lanes, pavement markings, and signs / Install pedestrian upgrades at various intersections to enhance pedestrian safety.	\$ 125,000	Transportation and Parking	Annual maintenance
COMMUNITY DEVELOPMENT					
GREENWAYS PROJECT *	BA 2021	Paved bike and pedestrian paths, landscaping, purchase of properties and easements	\$ 100,000	Transportation and Parking / Open Space / Environment	Annual maintenance
EDUCATION					
BLUE RIDGE COMMUNITY COLLEGE *	GF 2022	Annual Share of Blue Ridge Community College Capital Building Fund	\$ 41,050	Not Applicable	N/A to City
EDUCATION-STAUNTON CITY SCHOOLS					
BUILDING MAINTENANCE REPAIRS *	GF 2022	Transfer to City Schools CIP Fund for Building Maintenance Repairs-roofs, HVAC systems, technology	\$ 100,000	Public Service and Government	N/A to City
TOTAL FY2022 CIP PLAN			\$ 7,668,292		

FUNDING SOURCES:

GF 2022	General Fund Budget Transfer - FY2022 Budget	\$ 981,050
VDOT GRANT	Proposed VDOT /Richmond Road Statler Blvd	\$ 1,218,616
BA 2022	FY2022 Budget Amendment from FY2021 Year Fund Balance-Transfer to CIP Fund Improvements	\$ 1,900,000
BA 2022	Proposed ARPA Funding	\$ 2,000,000
BA 2021	FY2021 Budget Amendment from FY2020 Year Fund Balance-Transfer to CIP Fund Improvements	\$ 1,475,000
CIP RESERVES	Street Reserves	\$ 43,626
HUD	HUD Grant Funding	\$ 50,000
TOTAL FUNDING SOURCES		\$ 7,668,292

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
GENERAL FUND
FY2022- 2023**

DEPARTMENT	PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	COMPREHENSIVE PLAN GOALS AND OBJECTIVES	OPERATIONS/ MAINTENANCE
GENERAL GOVERNMENT					
POLICE DEPARTMENT HVAC REPLACEMENT	* BA 2023	Replace 18 ton RTU # 2 and 1 20 ton MultiStack Chiller	\$ 135,000	Public Service and Government	Annual preventive maintenance
PUBLIC SAFETY					
FIRE DEPARTMENT	* GF 2023	Fire Truck Replacement Reserve	\$ 400,000	Public Service and Government	Annual preventive maintenance
NG911 CALL HANDLING EQUIPMENT	* GF 2023	Call Handling Equipment in the PSAP (911 Center)	\$ 160,000	Public Service and Government	Annual maintenance
FIRE DEPARTMENT	* GF 2023	Self-Contained Breathing Apparatus (SCBA) and Compressor Reserves	\$ 30,000	Public Service and Government	Annual maintenance contract fees
FIRE DEPARTMENT	* GF 2023	Cardiac Monitor Replacement Reserves	\$ 10,000	Public Service and Government	Annual maintenance contract fees
PUBLIC WORKS					
STREETS - CITY MATCHING FUNDS	* GF 2023	Virginia Department of Transportation Construction Projects (VDOT) - City Match Funds	\$ 100,000	Transportation and Parking	Annual Maintenance
STREETS	* GF 2023	City ineligible streets and/or City parking lots- improvements/slurry seal/re-paving	\$ 150,000	Transportation and Parking	Annual maintenance
STREETS	* GF 2023	Adaptive traffic control systems for Greenville / Statler / Greenville / Barterbrook	\$ 140,000	Transportation and Parking	Annual maintenance
BRICK SIDEWALKS	* GF 2023	Annual funding source for sidewalk replacement projects to replace concrete sidewalks with brick	\$ 100,000	Transportation and Parking	Annual maintenance
NEW SIDEWALKS	* GF 2023	Annual funding source for new sidewalk projects and match funds for VDOT grant programs for sidewalks	\$ 100,000	Transportation and Parking	Annual Maintenance
PUBLIC WORKS EQUIPMENT FUND	* GF 2023	Annual funding source for acquisition of major equipment for General Fund Streets Department > \$100,000	\$ 100,000	Not Applicable	Annual preventive maintenance
PUBLIC WORKS BUILDING FUND	* GF 2023	Annual funding source for major repairs to City buildings to include replacement of HVAC systems, roof, structural repairs, etc.	\$ 100,000	Not Applicable	Annual preventive maintenance
STREETS - STAUNTON CROSSING ROAD EXTENSION	* VDOT GRANT / LOCAL MATCH	Extension of the Staunton Crossing Road infrastructure. Fully funded by VDOT (UPC 111048 Comp. Plan)	\$ 8,781,224	Transportation and Parking	Annual maintenance
UNDESIGNATED CIP PROVISION	* BA 2022	Funds to be set aside for Council's discretionary use.	\$ 350,000	Public Service and Government	Annual maintenance
STREET IMPROVEMENTS FOR BICYCLE & PEDESTRIAN PLAN	* BA 2022	Staunton Bicycle & Pedestrian Plan- May 2018. Construction of bicycle infrastructure, i.e. bike lanes, pavement markings, and signs / Install pedestrian upgrades at various intersections to enhance pedestrian safety.	\$ 125,000	Transportation and Parking	Annual maintenance

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
GENERAL FUND
FY2022- 2023**

DEPARTMENT	PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	COMPREHENSIVE PLAN GOALS AND OBJECTIVES	OPERATIONS/ MAINTENANCE
COMMUNITY DEVELOPMENT					
GREENWAYS PROJECT	* BA 2022	Paved bike and pedestrian paths, landscaping, purchase of properties and easements	\$ 100,000	Transportation and Parking / Open Space / Environment	Annual maintenance
EDUCATION					
BLUE RIDGE COMMUNITY COLLEGE	* GF 2023	Annual Share of Blue Ridge Community College Capital Building Fund	\$ 41,050	Not Applicable	N/A to City
EDUCATION-STAUNTON CITY SCHOOLS					
BUILDING MAINTENANCE REPAIRS	* GF 2022	Transfer to City Schools CIP Fund for Parking Lot Repavement/ Shelburne Middle School CTE Renovation\$100K / School Warehouse \$2.5M	\$ 2,600,000	Public Service and Government	N/A to City
TOTAL FY2023 CIP PLAN			\$ 13,522,274		

FUNDING SOURCES:

GF 2023	General Fund Budget Transfer - FY2023 Budget	\$ 1,371,050
VDOT GRANT	Proposed VDOT Staunton Crossing Extension	\$ 8,781,224
BA 2022	Proposed FY2022 Budget Amendment from FY2021 Year Fund Balance- Transfer to CIP Fund	\$ 3,370,000
TOTAL FUNDING SOURCES		\$ 13,522,274

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
GENERAL FUND
FY2023- 2024**

DEPARTMENT	PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	COMPREHENSIVE PLAN GOALS AND OBJECTIVES	OPERATIONS/ MAINTENANCE
GENERAL GOVERNMENT					
MIDDLE RIVER REGIONAL JAIL	* PROJECT FUND RESERVES / MRRJ BONDS	Renovation and construction at the Middle River Regional Jail (MRRJ). Construction expected by FY2023 to include support expansion of administration offices, warehouse, cafeteria. Estimated cost = \$16,300,000 City share approximately 20.29% after State funding = \$2.48M. City share of debt payments and additional operating costs to be paid annually to the Middle River Regional Jail Authority (MRRJA) in its annual budget. General Obligation Bonds to be issued by MRRJ.	\$ 2,480,000	Public Service and Government	Annual maintenance
PUBLIC SAFETY					
FIRE DEPARTMENT	* GF 2024	Fire Truck Replacement Reserve	\$ 300,000	Public Service and Government	Annual preventive maintenance
FIRE DEPARTMENT	* GF 2024	Self-Contained Breathing Apparatus (SCBA) and Compressor Reserves	\$ 30,000	Public Service and Government	Annual maintenance contract fees
FIRE DEPARTMENT	* GF 2024	Cardiac Monitor Replacement Reserves	\$ 10,000	Public Service and Government	Annual maintenance contract fees
PUBLIC WORKS					
STREETS - CITY MATCHING FUNDS	* GF 2021	Virginia Department of Transportation Construction Projects (VDOT) - City Match Funds	\$ 100,000	Transportation and Parking	Annual Maintenance
STREETS	* GF 2024	City ineligible streets and/or City parking lots- improvements/slurry seal/re-paving	\$ 150,000	Transportation and Parking	Annual maintenance
STREETS	* GF 2024	Adaptive traffic control systems for Greenville / Statler / Greenville / Barterbrook	\$ 140,000	Transportation and Parking	Annual maintenance
BRICK SIDEWALKS	* GF 2024	Annual funding source for sidewalk replacement projects to replace concrete sidewalks with brick	\$ 100,000	Transportation and Parking	Annual maintenance
NEW SIDEWALKS	* GF 2024	Annual funding source for new sidewalk projects and match funds for VDOT grant programs for sidewalks	\$ 100,000	Transportation and Parking	Annual Maintenance
PUBLIC WORKS EQUIPMENT FUND	* GF 2024	Annual funding source for acquisition of major equipment for General Fund Streets Department > \$100,000	\$ 100,000	Not Applicable	Annual preventive maintenance
PUBLIC WORKS BUILDING FUND	* GF 2024	Annual funding source for major repairs to City buildings to include replacement of HVAC systems, roof, structural repairs, etc.	\$ 100,000	Not Applicable	Annual preventive maintenance
PEDESTRIAN SIGNALS - COALTER STREET/BEVERLEY STREET	* BA 2023	Add ADA compliant pedestrian signals (Comp. Plan Item 12g)	\$ 200,000	Transportation and Parking	Annual maintenance
BUILDING MAINTENANCE- GHP PUMPHOUSE	* BA 2023	Restore old pumphouse in Gypsy Hill Park. Renovate bathroom and upgrade building to modern building codes.	\$ 225,000	Public Service and Government	Annual preventive maintenance
STREET IMPROVEMENTS FOR BICYCLE & PEDESTRIAN PLAN	* BA 2023	Staunton Bicycle & Pedestrian Plan- May 2018. Construction of bicycle infrastructure, i.e. bike lanes, pavement markings, and signs / Install pedestrian upgrades at various intersections to enhance pedestrian safety.	\$ 125,000	Transportation and Parking	Annual maintenance

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
GENERAL FUND
FY2023- 2024**

DEPARTMENT	PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	COMPREHENSIVE PLAN GOALS AND OBJECTIVES	OPERATIONS/ MAINTENANCE
COMMUNITY DEVELOPMENT					
GREENWAYS PROJECT	* BA 2023	Paved bike and pedestrian paths, landscaping, purchase of properties and easements	\$ 100,000	Transportation and Parking / Open Space / Environment	Annual maintenance
RECREATION					
DOG PARK LIGHTS	* BA 2023	Install lights at the Gypsy Hill Dog Park	\$ 100,000	Public Service and Government	Annual maintenance
EDUCATION					
BLUE RIDGE COMMUNITY COLLEGE	* GF 2024	Annual Share of Blue Ridge Community College Capital Building Fund	\$ 41,050	Not Applicable	N/A to City
EDUCATION-STAUNTON CITY SCHOOLS					
BUILDING MAINTENANCE REPAIRS	* GF 2024	Transfer to City Schools CIP Fund for Building Maintenance Repairs-roofs, HVAC systems, technology	\$ 100,000	Public Service and Government	N/A to City
TOTAL FY2024 CIP PLAN			\$ 4,501,050		

FUNDING SOURCES:			
GF 2024	General Fund Budget Transfer - FY2024 Budget		\$ 971,050
BONDS	General Obligation Bonds- Middle River Regional Jail Authority Issuance		\$ 1,980,000
BA 2022	Proposed FY2022 Budget Amendment from FY2021 Year Fund Balance-Transfer to CIP Fund		\$ 500,000
BA 2023	Proposed FY2023 Budget Amendment from FY2022 Year Fund Balance-Transfer to CIP Fund		\$ 1,050,000
TOTAL FUNDING SOURCES			\$ 4,501,050

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
GENERAL FUND
FY2024- 2025**

DEPARTMENT	PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	COMPREHENSIVE PLAN GOALS AND OBJECTIVES	OPERATIONS/ MAINTENANCE
PUBLIC SAFETY					
FIRE DEPARTMENT	*	BA 2024	Fire Truck Replacement Reserve	\$ 350,000	Public Service and Government Annual preventive maintenance
FIRE DEPARTMENT	*	GF 2025	Self-Contained Breathing Apparatus (SCBA) and Compressor Reserves	\$ 30,000	Public Service and Government Annual maintenance contract fees
FIRE DEPARTMENT	*	GF 2025	Cardiac Monitor Replacement Reserves	\$ 10,000	Public Service and Government Annual maintenance contract fees
PUBLIC WORKS					
STREETS - CITY MATCHING FUNDS	*	GF 2025	Virginia Department of Transportation Construction Projects (VDOT) - City Match Funds	\$ 100,000	Transportation and Parking Annual Maintenance
STREETS	*	GF 2025	City ineligible streets and/or City parking lots- improvements/slurry seal/re-paving	\$ 150,000	Transportation and Parking Annual maintenance
STREETS	*	GF 2025	Adaptive traffic control systems for Greenville / Statler / Greenville / Barterbrook	\$ 140,000	Transportation and Parking Annual maintenance
BRICK SIDEWALKS	*	GF 2025	Annual funding source for sidewalk replacement projects to replace concrete sidewalks with brick	\$ 100,000	Transportation and Parking Annual maintenance
NEW SIDEWALKS	*	GF 2025	Annual funding source for new sidewalk projects and match funds for VDOT grant programs for sidewalks	\$ 100,000	Transportation and Parking Annual Maintenance
PUBLIC WORKS EQUIPMENT FUND	*	GF 2025	Annual funding source for acquisition of major equipment for General Fund Streets Department > \$100,000	\$ 100,000	Not Applicable Annual preventive maintenance
PUBLIC WORKS BUILDING FUND	*	GF 2025	Annual funding source for major repairs to City buildings to include replacement of HVAC systems, roof, structural repairs, etc.	\$ 100,000	Not Applicable Annual preventive maintenance
STREET IMPROVEMENTS FOR BICYCLE & PEDESTRIAN PLAN	*	BA 2024	Staunton Bicycle & Pedestrian Plan- May 2018. Construction of bicycle infrastructure, i.e. bike lanes, pavement markings, and signs / Install pedestrian upgrades at various intersections to enhance pedestrian safety.	\$ 125,000	Transportation and Parking Annual maintenance
COMMUNITY DEVELOPMENT					
GREENWAYS PROJECT	*	BA 2024	Paved bike and pedestrian paths, landscaping, purchase of properties and easements	\$ 100,000	Transportation and Parking / Open Space / Environment Annual maintenance
RECREATION					
MONTGOMERY HALL PARK	*	BA 2024	Practice Field Lights	\$ 140,000	Public Service and Government Annual maintenance
EDUCATION					
BLUE RIDGE COMMUNITY COLLEGE	*	GF 2025	Annual Share of Blue Ridge Community College Capital Building Fund	\$ 41,050	Not Applicable N/A to City
BUILDING MAINTENANCE REPAIRS	*	GF 2025	Transfer to City Schools CIP Fund for Building Maintenance Repairs-roofs, HVAC systems, technology	\$ 100,000	Public Service and Government N/A to City
DEPARTMENT	PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	COMPREHENSIVE PLAN GOALS AND OBJECTIVES	OPERATIONS/ MAINTENANCE
TOTAL FY2025 CIP PLAN			\$ 1,686,050		

FUNDING SOURCES:

GF 2025	General Fund Budget Transfer - FY2025 Budget	\$ 971,050
BA 2024	Proposed FY2024 Budget Amendment from FY2023 Year Fund Balance- Transfer to CIP Fund	\$ 715,000
TOTAL FUNDING SOURCES		\$ 1,686,050

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
GENERAL FUND
FY2025- 2026**

DEPARTMENT	PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	COMPREHENSIVE PLAN GOALS AND OBJECTIVES	OPERATIONS/ MAINTENANCE
PUBLIC SAFETY					
FIRE DEPARTMENT	* BA 2026	Fire Truck Replacement Reserve	\$ 350,000	Public Service and Government	Annual preventive maintenance
FIRE STATION #1	* BONDS	Renovate Station #1 on Central Avenue, interior renovations and installation of a new roof structure- MOVE PROJECT TO FY2026 FROM FY2025	\$ 4,500,000	Public Service and Government	Annual maintenance/ Debt payments
FIRE DEPARTMENT	* BA 2026	Self-Contained Breathing Apparatus (SCBA) and Compressor Reserves	\$ 30,000	Public Service and Government	Annual maintenance contract fees
FIRE DEPARTMENT	* BA 2026	Cardiac Monitor Replacement Reserves	\$ 10,000	Public Service and Government	Annual maintenance contract fees
PUBLIC SAFETY / JUDICIAL PROJECTS	* BONDS	Renovation of building to re-locate the Police Department to another site (Staunton Plan E-2)	\$ 10,000,000	Public Service and Government	Annual maintenance/ Debt payments
PUBLIC WORKS					
STREETS - CITY MATCHING FUNDS	* BA 2026	Virginia Department of Transportation Construction Projects (VDOT) - City Match Funds	\$ 100,000	Transportation and Parking	Annual Maintenance
STREETS	* BA 2026	City ineligible streets and/or City parking lots- improvements/slurry seal/re-paving	\$ 150,000	Transportation and Parking	Annual maintenance
STREETS	* BA 2026	Adaptive traffic control systems for Greenville / Statler / Greenville / Barterbrook	\$ 140,000	Transportation and Parking	Annual maintenance
BRICK SIDEWALKS	* BA 2026	Annual funding source for sidewalk replacement projects to replace concrete sidewalks with brick	\$ 100,000	Transportation and Parking	Annual maintenance
NEW SIDEWALKS	* BA 2026	Annual funding source for new sidewalk projects and match funds for VDOT grant programs for sidewalks	\$ 100,000	Transportation and Parking	Annual Maintenance
PUBLIC WORKS EQUIPMENT FUND	* BA 2026	Annual funding source for acquisition of major equipment for General Fund Streets Department > \$100,000	\$ 100,000	Not Applicable	Annual preventive maintenance
PUBLIC WORKS BUILDING FUND	* BA 2026	Annual funding source for major repairs to City buildings to include replacement of HVAC systems, roof, structural repairs, etc.	\$ 100,000	Not Applicable	Annual preventive maintenance
PUBLIC WORKS BUILDING MAINTENANCE	* BA 2026	Re-locate the Building Maintenance department/shop from the Nelson Street Center to the Public Works building site after the re-location of the Police Department and School storage space is vacated/re-located.	\$ 250,000	Public Service and Government	Annual maintenance
RICHMOND AVENUE ROAD DIET AND ROUNDABOUT	* VDOT SMARTSCALE PROJECT	Creation of an urban boulevard with a new roundabout to reinforce the transition traffic near the Villages into Downtown. Improvements include a reduction of existing travel lanes along portions of Richmond Avenue and Greenville Avenue. Construction includes several 12' shared use paths with 5' grass buffer, sidewalks, and pedestrian signal heads and crosswalks. Project funded by VDOT Smart Scale Funding- \$2,245,805. Construction to begin FY2025. (UPC 111051 Comp. Plan)	\$ 2,245,805	Transportation and Parking	Annual maintenance
GREENVILLE AVENUE ROAD DIET	* VDOT SMARTSCALE PROJECT	This project converts the existing five-lane section to a three-lane section with intermittent median closures, and bike lanes on both sides of the road between Ritchie Boulevard and Richmond Avenue. The project also includes pedestrian crossing improvements and a southbound right turn lane onto Hampton Street. The funded project cost is \$3,727,694. PE Start = Oct. 2021, RW Start = Nov. 2024, CN Start = Sept. 2025, CN End = Sept. 2026 (UPC 119656)	\$ 3,727,694	Transportation and Parking	Annual maintenance

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
GENERAL FUND
FY2025- 2026**

DEPARTMENT	PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	COMPREHENSIVE PLAN GOALS AND OBJECTIVES	OPERATIONS/ MAINTENANCE
RICHMOND AVENUE AND CROSSING WAY SHARED USE PATH	* VDOT SMARTSCALE PROJECT	This project includes constructing a shared use path along the south side of Richmond Avenue from Frontier Drive to Crossing Way and along the west side of Crossing Way to the existing roundabout, installing a concrete barrier and fencing on the right shoulder of eastbound bridge, and pedestrian crossing improvements. The funded project cost is \$4,124,210. PE Start = Oct. 2021, RW Start = Nov. 2024, CN Start = Sept. 2025, CN End = Sept. 2026 (UPC 119651)	\$ 4,124,210	Transportation and Parking	Annual maintenance
COMMERCE ROAD AND LEWIS CREEK GREENWAY	* VDOT GRANT	This project will construct a shared use path on the west / north side of Commerce Road between Greenville Avenue and Statler Boulevard. To accommodate the shared use path, Commerce Road will be reduced to a single southbound travel lane along the project limits. The funded project cost is \$4,256,403. PE Start = Oct. 2021, RW Start = Nov. 2024, CN Start = Sept. 2025, CN End = Sept. 2026 (UPC 119657)	\$ 4,256,403	Transportation and Parking	Annual maintenance
SIDEWALK- EDGEWOOD ROAD - N. COALTER TO NORTH AUGUSTA	* VDOT PROJECT	New Sidewalk Obtain Permits/ Start Right of Way Purchase (VDOT Six Year Plan) Design starts and right of way secured in FY24 into FY25, construction is scheduled to begin on FY2026. (UPC 115135)	\$ 1,098,071	Transportation and Parking	Annual maintenance
SIDEWALK- NORTH AUGUSTA	* VDOT PROJECT	New Sidewalk Obtain Permits/ Start Right of Way Purchase (VDOT Six Year Plan) Design starts and right of way secured in FY24 into FY25, construction is scheduled to begin on FY2026. (UPC 115137)	\$ 1,477,371	Transportation and Parking	Annual maintenance
SIDEWALK- NORTH AUGUSTA - TERRY TO MEADOWBROOK	* VDOT PROJECT	New Sidewalk Obtain Permits/ Start Right of Way Purchase (VDOT Six Year Plan) Design starts and right of way secured in FY24 into FY25, construction is scheduled to begin on FY2026. (UPC 115140)	\$ 1,058,211	Transportation and Parking	Annual maintenance
STREET IMPROVEMENTS FOR BICYCLE & PEDESTRIAN PLAN	* BA 2026	Staunton Bicycle & Pedestrian Plan- May 2018. Construction of bicycle infrastructure, i.e. bike lanes, pavement markings, and signs / Install pedestrian upgrades at various intersections to enhance pedestrian safety.	\$ 125,000	Transportation and Parking	Annual maintenance
COMMUNITY DEVELOPMENT					
GREENWAYS PROJECT	* BA 2026	Paved bike and pedestrian paths, landscaping, purchase of properties and easements	\$ 100,000	Transportation and Parking / Open Space / Environment	Annual maintenance
EDUCATION					
BLUE RIDGE COMMUNITY COLLEGE	* BA 2026	Annual Share of Blue Ridge Community College Capital Building Fund	\$ 41,050	NA	N/A to City
EDUCATION-STAUNTON CITY SCHOOLS					
BUILDING MAINTENANCE REPAIRS	* BA 2026	Transfer to City Schools CIP Fund for Building Maintenance Repairs-roofs, HVAC systems, technology	\$ 100,000	Public Service and Government	N/A to City
TOTAL FY2025 CIP PLAN			\$ 34,283,815		

FUNDING SOURCES:		
GF 2025	General Fund Budget Transfer - FY2025 Budget	\$ 971,050
VDOT GRANT	VDOT Participation - Six Year Plan	\$ 17,987,765
BONDS	General Obligation Bonds Public Safety / Judicial / Fire Facilities	\$ 14,500,000
BA 2025	Proposed FY2025 Budget Amendment from FY2024 Year Fund Balance-Transfer to CIP Fund	\$ 825,000
TOTAL FUNDING SOURCES		\$ 34,283,815

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
GENERAL FUND**

Projects Not Scheduled In The Five-Year Plan (NS/NF)

	PROJECT DESCRIPTION	PROJECT ESTIMATE
GYPSY HILL BATHROOM REPLACEMENT	To replace park bathroom on the western side of the park and renovate the remaining facilities	\$ 700,000
FIRE APPARATUS REPLACEMENT	Replace two Fire Apparatus aged 21 and 25 years	\$ 1,600,000
MOXLEY STADIUM RENOVATION	Renovate Moxley Baseball stadium to include stadium seating, dugouts, bullpen and playing field	\$ 1,500,000
GYPSY HILL PARK PRACTICE FIELD LIGHTS	Install practice field lights at Gypsy Hill Park	\$ 250,000
GYPSY HILL PARK POOL CLUBHOUSE RENOVATION	Renovate and update the clubhouse at Gypsy Hill Park pool. Redesign and replace tired clubhouse facilities	\$ 750,000
STREETSCAPE /WATER LINE REPLACEMENT GREENVILLE AVE ENTRY WAY	Greenville Avenue - Install brick sidewalks, ornamental lighting, crosswalks, and underground utilities in this area as the next phase of streetscape improvements (Staunton Plan E-3)	\$ 2,516,710
SIDEWALK- MONTGOMERY AVENUE- W. BEVERLEY STREET AND STUART STREET	New sidewalk construction/ Revenue Sharing Project (Comp. Plan Item 12b)	\$ 290,000
SIDEWALK- DONAGHE STREET- CHURCHVILLE AVENUE AND BAYLOR STREET	New sidewalk construction/ Revenue Sharing Project (Comp. Plan Item 12c)	\$ 580,000
SIDEWALK- SPRINGHILL ROAD- CHURCHVILLE AVENUE AND DONAGHE STREET	New sidewalk construction/ Revenue Sharing Project (Comp. Plan Item 12d)	\$ 750,000
CENTRAL BUSINESS DISTRICT- ADAPTIVE TRAFFIC CONTROL SYSTEM	Traffic control system for the Central Business District for 14 intersections	\$ 1,100,000
LIBRARY	Library renovations to include interior renovations for program space reallocation, modernization of furniture & fixtures, addition of a technology room, and addition of private study room space based on programming and design study completed in December 2014	\$ 8,000,000
FRONTIER DRIVE IMPROVEMENTS	Upgrade the current cross section from Frontier Road to the Southern City Limit. Includes curb, gutter, sidewalk and sharrows. SAWMPO Long Range Transportation Plan	\$ 7,560,000
FRONTIER DRIVE CONNECTOR	Construct a 3-lane roadway on new alignment with sidewalk on one side of the road, providing the 4th leg to the new roundabout in the Frontier Center that extends through the existing deJarnette property up to Frontier Drive, approximately 0.4 mile. Demolition of the DeJarnette buildings to be done by others (Comp. Plan Item 4)	\$ 4,500,000
VA 613 (OLD GREENVILLE ROAD) FROM SOUTHERN CORPORATE LIMITS OF STAUNTON TO US 11 (GREENVILLE AVENUE)	Reconstruction to current urban standards (Comp. Plan Item 9)	\$ 5,505,720
SPRING HILL ROAD FROM DONAGHE STREET TO NORTHERN CORPORATE LIMITS OF STAUNTON	Reconstruction to current urban 2-lane standards (Comp. Plan Item 10)	\$ 16,296,000
VA 703 (BUTTERMILK SPRING ROAD) FROM WEST CORPORATE LIMITS OF STAUNTON TO PIERCE STREET	Reconstruction to current urban 2-lane standards (Comp. Plan Item 11)	\$ 11,872,800

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
GENERAL FUND**

Projects Not Scheduled In The Five-Year Plan (NS/NF)

	PROJECT DESCRIPTION	PROJECT ESTIMATE
US 250 (RICHMOND AVENUE)	Implement recommendations from '09 Corridor Plan. Improve access management, add pedestrian facilities, improve existing pedestrian street crossings, add bike lanes/sharrows/shared use path, and address stormwater management and drainage improvements using best management practices (Comp. Plan Item 3)	\$ 8,000,000
NEIGHBORHOOD STREET IMPROVEMENTS - RITCHIE STREET; HILLCREST STREET; BALDWIN DRIVE	Reduce impervious area where appropriate, install traffic calming devices, and sidewalks on both sides of street, and curb and gutter for stormwater management and drainage to address current periodic flooding issues. Streets to include Ritchie Street \$1,300,000; Hillcrest Street \$2,600,000; Baldwin Drive \$2,700,000 (Comp. Plan Item 5)	\$ 6,600,000
VA 262 AT US 11 (GREEN HILLS INDUSTRY AND TECHNOLOGY CENTER)	Coordinate with VDOT to extend the right turn lane onto northbound US 11. Install additional southbound US 11 left turn lane (Comp. Plan Item 6)	\$ 1,350,000
ENGLEWOOD / SHUTTERLEE MILL ROAD	Reconstruct intersection to improve non-motorized access, improve sight distances and intersection alignment, and improve stormwater management and drainage using best management practices. To include pavement repair, construction of sidewalks, curb and gutter from Churchville Avenue to Royal Street (Comp. Plan Item 7)	\$ 2,000,000
VDOT INTERSECTION SAFETY IMPROVEMENTS	Virginia Department of Transportation PSI (Potential for Safety Improvements) Intersections. This project addresses traffic operations/conditions at ten intersections and provides potential alternatives to improve operations and safety at each intersection.	\$ 850,000
STREETSCAPE - MIDDLEBROOK AVENUE FROM RAILROAD BRIDGE TO AUGUSTA STREET	Middlebrook Avenue Streetscape - Install brick sidewalks, ornamental lighting, crosswalks, and underground utilities in this area as the next phase of streetscape improvements. \$2,534,700. (Staunton Plan E-3)	\$ 2,534,700
STREETSCAPE - FREDERICK STREET FROM COALTER STREET TO LEWIS STREET	Frederick Street - Install brick sidewalks, ornamental lighting, crosswalks, and underground utilities in this area as the next phase of streetscape improvements. \$3,825,480 (Staunton Plan E-3)	\$ 3,825,480
STREETSCAPE - NEW STREET FROM BEVERLEY STREET TO FREDERICK STREET	New Street - Install brick sidewalks, ornamental lighting, crosswalks, and underground utilities in this area as the next phase of streetscape improvements. \$150,000 (Staunton Plan E-3)	\$ 150,000
STREETSCAPE - COALTER STREET FROM GREENVILLE AVENUE TO FREDERICK STREET	Coalter Street - Install brick sidewalks, ornamental lighting, crosswalks, and underground utilities in this area as the next phase of streetscape improvements. \$2,903,190 (Staunton Plan E-3)	\$ 2,903,190
STREETSCAPE - CENTRAL AVENUE FROM JOHNSON STREET TO FREDERICK STREET	Central Avenue - Install brick sidewalks, ornamental lighting, crosswalks, and underground utilities in this area as the next phase of streetscape improvements. \$1,554,900 (Staunton E-3)	\$ 1,554,900
STREETSCAPE - NORTH AUGUSTA STREET FROM FREDERICK STREET TO CHURCHVILLE AVE	North Augusta Street - Install brick sidewalks, ornamental lighting, crosswalks, and underground utilities in this area as the next phase of streetscape improvements. \$4,066,170 (Staunton E-3)	\$ 4,066,170
STREETSCAPE - LEWIS STREET FROM FREDERICK STREET TO MIDDLEBROOK AVE	Lewis Street - Install brick sidewalks, ornamental lighting, crosswalks, and underground utilities in this area as the next phase of streetscape improvements. \$2,676,040 (Staunton E-3)	\$ 2,676,040
STREETSCAPE - LEWIS STREET FROM FREDERICK STREET TO CHURCHVILLE AVE	Lewis Street - Install brick sidewalks, ornamental lighting, crosswalks, and underground utilities in this area as the next phase of streetscape improvements. \$4,792,180 (Staunton E-3)	\$ 4,792,180
STREETSCAPE - JOHNSON STREET FROM SOUTH AUGUSTA STREET TO LEWIS STREET	Johnson Street - Install brick sidewalks, ornamental lighting, crosswalks, and underground utilities in this area as the next phase of streetscape improvements. \$1,483,920 (Staunton Plan E-3)	\$ 1,483,920
TOTAL		\$ 106,557,810

SUMMARY OF VIRGINIA DEPARTMENT OF TRANSPORTATION SIX YEAR PLAN - STAUNTON VIRGINIA

	Edgewood Road N. Augusta to N. Coalter UPC 115135	N. Augusta Sidewalk Lambert to Terry UPC 115137	N. Augusta Sidewalk Terry St - Meadowbrook UPC 115140	Richmond Ave Road Diet / Roundabout UPC 111051	Staunton Crossing St. Extension UPC 111048
Estimated Cost	\$ 1,098,071	\$ 1,477,371	\$ 1,058,211	\$ 2,245,805	\$ 8,781,224
Local Agreement	25-Oct-2023	25-Oct-2023	25-Oct-2023	26-Oct-2021	-
Start Development	30-Oct-2023	30-Oct-2023	30-Oct-2023	29-Oct-2021	3-Aug-2017
Determine Requirements	9-May-2024	9-May-2024	9-May-2024	9-Dec-2022	22-Mar-2019
Obtain Permits	24-Feb-2025	24-Feb-2025	24-Feb-2025	-	20-Oct-2021
Start Right of Way Purchases	27-Mar-2025	30-May-2025	30-May-2025	30-Sep-2024	-
Complete Right of Way Purchases	8-Jan-2026	17-Mar-2026	17-Mar-2026	25-Jul-2025	-
Solicit Bids	25-Feb-2026	29-Apr-2026	29-Apr-2026	9-Sep-2025	9-Nov-2021
Begin Delivery	14-May-2026	20-Jul-2026	20-Jul-2026	30-Dec-2025	23-Feb-2022
	Richmond Avenue and Crossing Way UPC 119651	Commerce Road and Lewis Creek Greenway UPC 119657	Greenville Avenue Road Diet UPC 119656		
Estimated Cost	\$ 4,124,210	\$ 4,256,403	\$ 3,727,694		
Local Agreement					
Start Development	22-Oct-2021	17-Oct-2021	21-Oct-2021		
Determine Requirements	30-Jun-2023	30-Jun-2023	23-Jun-2023		
Obtain Permits	13-Jun-2025	13-Jun-2025	13-Jun-2025		
Start Right of Way Purchases	25-Nov-2024	25-Nov-2024	24-Nov-2024		
Complete Right of Way Purchases	14-May-2025	14-May-2025	14-May-2025		
Solicit Bids	9-Sep-2025	9-Sep-2025	9-Sep-2025		
Begin Delivery	2-Dec-2025	2-Dec-2025	2-Dec-2025		

**STAUNTON CITY SCHOOLS
CAPITAL IMPROVEMENT PLAN (CIP)
FY2022 - FY2026
SCHOOL CIP FUND 966**

FY2022		PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	OPERATIONS / MAINTENANCE	
1	STORAGE BUILDING	FY2022	FY2022 BA 1	Purchase land and build a multi-purpose building for surplus equipment/furniture storage, cafeteria food storage for frozen foods and dry food storage, technology workspace and storage, and maintenance shop- MOVE PROJECT FROM FY2023 TO FY2022. Funded through ESSER III award (Staunton Plan E-4)	\$ 2,750,000	Annual preventive maintenance
2	SCHOOL FURNITURE/EQUIPMENT RESERVE	FY2022	FY2022 BA4	Annual funding to purchase/ replace school furniture/equipment	\$ 25,000	Annual maintenance
3	VEHICLE RESERVE	FY2022	FY2022 BA4	Annual funding to replace maintenance vehicles/ grounds equipment	\$ 50,000	Annual preventive maintenance
4	SCHOOL MAINTENANCE/MECHANICAL EQUIPMENT	FY2022	FY2022 BUDGET	Annual funding to replace school building mechanical systems/ roofs / generators	\$ 100,000	Annual preventive maintenance
5	PARKING LOTS /ROADWAYS	FY2022	FY2022 BA4	Repave all school parking lots and roadways. Annual funding \$100,000	\$ 100,000	Annual maintenance
6	CTE- CAREER/TECHNICAL EDUCATION CLASSROOMS	FY2022	FY2022 BA4	Annual funding to provide specialized career and technical education classrooms for middle school and high school students	\$ 250,000	Annual maintenance
7	STORAGE BUILDING	FY2022	School CIP Reserve	Purchase land and build a multi-purpose building for surplus equipment/furniture storage, cafeteria food storage for frozen foods and dry food storage, technology workspace and storage, and maintenance shop- MOVE PROJECT FROM FY2023 TO FY2022 (Staunton Plan E-4)	\$ 300,000	Annual preventive maintenance
			TOTAL FY2022	\$ 3,575,000		
FY2023						
8	SCHOOL TRANSPORTATION RESERVE	FY2023	FY2023 BA1	Annual contribution to school bus replacement reserve	\$ 50,000	Annual maintenance
9	SCHOOL FURNITURE/EQUIPMENT RESERVE	FY2023	FY2023 BA1	Annual funding to purchase/ replace school furniture/equipment	\$ 50,000	Annual maintenance
10	VEHICLE RESERVE	FY2023	FY2023 BA1	Annual funding to replace maintenance vehicles/ grounds equipment	\$ 50,000	Annual preventive maintenance
11	SCHOOL MAINTENANCE/MECHANICAL EQUIPMENT	FY2023	FY2023 BUDGET	Annual funding to replace school building mechanical systems/ roofs / generators	\$ 100,000	Annual preventive maintenance
12	TECHNOLOGY RESERVE	FY2023	FY2023 BA1	Annual funding to replace technology infrastructure / network equipment	\$ 50,000	Annual maintenance
13	PARKING LOTS /ROADWAYS	FY2023	FY2023 BA1	Repave all school parking lots and roadways. Annual funding \$100,000	\$ 100,000	Annual maintenance
14	SHELBURNE CTE RENOVATIONS	FY2023	FY2023 BA1/ School CIP Reserve / Fund Balance	Renovate first floor and basement areas and update technology labs	\$ 2,500,000	Annual maintenance
15	SHELBURNE STUDENT MEETING SPACE	FY2023	T-B-D	Stepped seating for 250 students, add technology and daylighting	\$ 1,200,000	Annual maintenance
16	CTE- CAREER/TECHNICAL EDUCATION CLASSROOMS	FY2023	FY2023 BA1	Annual funding to provide specialized career and technical education classrooms for middle school and high school students	\$ 250,000	Annual maintenance
			TOTAL FY2023	\$ 4,350,000		

**STAUNTON CITY SCHOOLS
CAPITAL IMPROVEMENT PLAN (CIP)
FY2022 - FY2026
SCHOOL CIP FUND 966**

		PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	OPERATIONS / MAINTENANCE
FY2024					
17	SCHOOL TRANSPORTATION RESERVE	FY2024	FY2024 BUDGET	Annual contribution to school transportation reserve	\$ 50,000 Annual maintenance
18	SCHOOL FURNITURE/EQUIPMENT RESERVE	FY2024	FY2024 BUDGET	Annual funding to purchase/ replace school furniture/equipment	\$ 50,000 Annual maintenance
19	VEHICLE RESERVE	FY2024	FY2024 BUDGET	Annual funding to replace maintenance vehicles/ grounds equipment	\$ 50,000 Annual preventive maintenance
20	SCHOOL MAINTENANCE/MECHANICAL EQUIPMENT	FY2024	FY2024 BUDGET	Annual funding to replace school building mechanical systems/ roofs / generators	\$ 100,000 Annual preventive maintenance
21	TECHNOLOGY RESERVE	FY2024	FY2024 BUDGET	Annual funding to replace technology infrastructure / network equipment	\$ 50,000 Annual maintenance
22	PARKING LOTS /ROADWAYS	FY2024	FY2024 BA1	Repave all school parking lots and roadways. Annual funding \$100,000	\$ 100,000 Annual maintenance
				TOTAL FY2024	\$ 400,000
FY2025					
		PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	OPERATIONS / MAINTENANCE
23	SCHOOL TRANSPORTATION RESERVE	FY2025	FY2025 BUDGET	Annual contribution to school transportation reserve	\$ 50,000 Annual maintenance
24	SCHOOL FURNITURE/EQUIPMENT RESERVE	FY2025	FY2025 BUDGET	Annual funding to purchase/ replace school furniture/equipment	\$ 50,000 Annual maintenance
25	VEHICLE RESERVE	FY2025	FY2025 BUDGET	Annual funding to replace maintenance vehicles/ grounds equipment	\$ 50,000 Annual preventive maintenance
26	SCHOOL MAINTENANCE/MECHANICAL EQUIPMENT	FY2025	FY2025 BUDGET	Annual funding to replace school building mechanical systems/ roofs / generators	\$ 100,000 Annual preventive maintenance
27	TECHNOLOGY RESERVE	FY2025	FY2025 BUDGET	Annual funding to replace technology infrastructure / network equipment	\$ 50,000 Annual maintenance
28	PARKING LOTS /ROADWAYS	FY2025	FY2025 BA1	Repave all school parking lots and roadways. Annual funding \$100,000	\$ 100,000 Annual maintenance
29	CTE- CAREER/TECHNICAL EDUCATION CLASSROOMS	FY2025	FY2025 BUDGET	Annual funding to provide specialized career and technical education classrooms for middle school and high school students	\$ 250,000 Annual maintenance
				TOTAL FY2025	\$ 650,000

**STAUNTON CITY SCHOOLS
CAPITAL IMPROVEMENT PLAN (CIP)
FY2021 - FY2025
SCHOOL CIP FUND 966**

FY2026		PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	OPERATIONS / MAINTENANCE
30	SCHOOL TRANSPORTATION RESERVE	FY2026	FY2026 BUDGET	Annual contribution to school transportation reserve	\$ 50,000 Annual maintenance
31	SCHOOL FURNITURE/EQUIPMENT RESERVE	FY2026	FY2026 BUDGET	Annual funding to purchase/ replace school furniture/equipment	\$ 50,000 Annual maintenance
32	VEHICLE RESERVE	FY2026	FY2026 BUDGET	Annual funding to replace maintenance vehicles/ grounds equipment	\$ 50,000 Annual preventive maintenance
33	SCHOOL MAINTENANCE/MECHANICAL EQUIPMENT	FY2026	FY2026 BUDGET	Annual funding to replace school building mechanical systems/ roofs / generators	\$ 100,000 Annual preventive maintenance
34	TECHNOLOGY RESERVE	FY2026	FY2026 BUDGET	Annual funding to replace technology infrastructure / network equipment	\$ 50,000 Annual maintenance
35	PARKING LOTS /ROADWAYS	FY2026	FY2026 BA1	Repave all school parking lots and roadways. Annual funding \$100,000	\$ 100,000 Annual maintenance
36	CTE- CAREER/TECHNICAL EDUCATION CLASSROOMS	FY2026	FY2026 BUDGET	Annual funding to provide specialized career and technical education classrooms for middle school and high school students	\$ 250,000 Annual maintenance
			TOTAL FY2025	\$ 650,000	

NOT SCHEDULED / NOT FUNDED PROJECTS

37	DIXON EDUCATIONAL CENTER	NS/NF		Renovate and upgrade Dixon Educational Center to modern standards to meet the needs of Pre-K, child care, and student services programs.	\$ 25,000,000	
TOTAL PROJECTS NOT SCHEDULED / NOT FUNDED					\$ 25,000,000	
TOTAL CIP					\$ 34,625,000	

**STAUNTON CITY SCHOOLS
CAPITAL IMPROVEMENT PLAN (CIP)
FY2022 - FY2026
SCHOOL CIP FUND 966**

			<u>FY2022 - FY2026 CIP PLAN</u>
		FY2022	\$ 3,575,000
		FY2023	\$ 4,350,000
		FY2024	\$ 400,000
		FY2025	\$ 650,000
		FY2026	\$ 650,000
		Unscheduled Projects	\$ 25,000,000
TOTAL FY2022 - FY2026 + UNSCHEDULED PROJECTS CIP PLAN			\$ 34,625,000
<u>SOURCE OF FUNDS- FY2022 CIP PROJECTS</u>			
FY2022	FY2022 BUDGET	Transfer from Education Fund	\$ 100,000
FY2023	SCHOOL TRANSFER	Funded by School Transfer	\$ 2,750,000
FY2022	FY2022 BA1	FY2022 Budget Amendment No. 1 (Appropriation of FY2021 Unassigned Fund Balance)	\$ 425,000
FY2022	GO BONDS	General Obligation Bonds	\$ 300,000
TOTAL FY2022			\$ 3,575,000
<u>SOURCE OF FUNDS- FY2023 CIP PROJECTS</u>			
FY2023	FY2023 BUDGET	Transfer from Education Fund	\$ 100,000
FY2023	FY2023 BA1/ School CIP Reserve / Fund Balance	Funded by School Fund Balance	\$ 3,700,000
FY2023	FY2023 BA1	FY2023 Budget Amendment No. 1 (Appropriation of FY2022 Unassigned Fund Balance)	\$ 550,000
TOTAL FY2023			\$ 4,350,000
<u>SOURCE OF FUNDS- FY2024 CIP PROJECTS</u>			
FY2024	FY2024 BUDGET	Transfer from Education Fund	\$ 100,000
FY2024	FY2024 BA1	FY2024 Budget Amendment No. 1 (Appropriation of FY2023 Unassigned Fund Balance)	\$ 300,000
TOTAL FY2024			\$ 400,000
<u>SOURCE OF FUNDS- FY2025 CIP PROJECTS</u>			
FY2025	FY2025 BUDGET	Transfer from Education Fund	\$ 100,000
FY2025	FY2025 BA1	FY2024 Budget Amendment No. 1 (Appropriation of FY2024 Unassigned Fund Balance)	\$ 550,000
TOTAL FY2025			\$ 650,000
<u>SOURCE OF FUNDS- FY2026 CIP PROJECTS</u>			
FY2026	FY2026 BUDGET	Transfer from Education Fund	\$ 100,000
FY2026	FY2026 BA1	FY2025 Budget Amendment No. 1 (Appropriation of FY2025 Unassigned Fund Balance)	\$ 550,000
TOTAL FY2026			\$ 650,000

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
STORM WATER FUND**

		PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE
FY2022				
INSTALLATION OF RAIN GAUGES	FY2022	SW FUND BUDGET	Installation of ten rain gauges and water monitors to provide early flood warning and to provide rain data and corelation of water levels within Lewis Creek (Staunton Plan A-2)	\$ 40,000
TOTAL STORM WATER PROJECTS FY2022				\$ 40,000
FY2023				
TMDL PERMIT/MS4 MANDATE IMPROVEMENT PROJECT -STREAM RESTORATION AND SW BIO DETENTION BETWEEN GARLAND DR AND HICKORY ST. PROVIDES FLOOD MITIGATION DOWNSTREAM TO INCLUDE GYPSY HILL PARK AND CENTRAL AVE.	FY2023	SW FUND BUDGET	Annual projects to improve storm water quality by reducing pollutant discharge of sediment, nitrogen, and phosphorus to meet TMDL requirements- Total Maximum Daily Load. Improvements to include stream restoration from Garland Dr. to Hickory St. with bio detetion pond impacting approx. 150 acres of drainage area replacing existing SW inlet structure at Coleman Avenue (Staunton Plan A-2)	\$ 900,000
MEN'S GREEN THUMB PARK	FY2023	SW FUND BUDGET	Annual projects to improve storm water quality by reducing pollutant discharge of sediment, nitrogen, and phosphorus to meet TMDL requirements- Total Maximum Daily Load. Construct bio retention basin at Men'S Green Thumb Park at Richmond Avenue and Greenville Avenue (Staunton Plan A-2)	\$ 50,000
TOTAL STORM WATER PROJECTS FY2023				\$ 950,000
FY2024				
TMDL PERMIT MANDATE IMPROVEMENT PROJECT- PEYTON CREEK (GYPSY HILL) STREAM RESTORATION	FY2024	TBD	Annual projects to improve storm water quality by reducing pollutant discharge of sediment, nitrogen, and phosphorus to meet TMDL requirements- Total Maximum Daily Load. Project includes restoring approximately 1,200 LF of Peyton Creek in Gypsy Hill Park to include flood benches and daylighting of Peyton Creek with walking trail and signage detailing the impact of TMDL pollutant reduction via the stream restoration project (Staunton A-2)	\$ 1,200,000
TOTAL STORM WATER PROJECTS FY2024				\$ 1,200,000
FY2025				
TMDL PERMIT/MS4 MANDATE IMPROVEMENT PROJECT -VILLAGES - ASYLUM CREEK STREAM RESTORATION TO INCUDE FLOOD BENCH DETENTION	FY2025	SW FUND BUDGET	Annual projects to improve storm water quality by reducing pollutant discharge of sediment, nitrogen, and phosphorus to meet TMDL requirements- Total Maximum Daily Load. Restore approx. 1,400 LF of Asylum Creek through The Villages at Staunton development to include flood bench detention (Staunton A-2)	\$ 1,400,000
TOTAL STORM WATER PROJECTS FY2025				\$ 1,400,000
FY2026				
TMDL PERMIT/MS4 MANDATE IMPROVEMENT PROJECT -STAUNTON HIGH SCHOOL STREAM RESTORATION	FY2026	TBD	Annual projects to improve storm water quality by reducing pollutant discharge of sediment, nitrogen, and phosphorus to meet TMDL requirements- Total Maximum Daily Load. Restore approx. 1,000 LF of stream adjacent to Staunton High School on N Coalter Street (Staunton Plan A-2)	\$ 1,000,000
TOTAL STORM WATER PROJECTS FY2026				\$ 1,000,000

**CITY OF STAUNTON
CAPITAL INVESTMENT PLAN (CIP)
STORM WATER FUND**

STORM WATER PROJECTS NOT SCHEDULED OR FUNDED - NON MANDATED FLOOD STUDY			
FLOOD SHIELDS / FLOOD PROOFING	NS/NF	<p>The goal of this project is to reduce potential flooding in structures along the flood way and flood plain. Since the early 2000s, flood shields have improved dramatically in both their ease of installation and their design and fabrication, including the use of lighter, more durable materials. Under this program, property owners in flood prone areas will have access to newer floodproofing technology, which would facilitate increased usage. (Estimated Cost = \$300,000)</p>	\$ 300,000
TUNNEL MAINTENANCE / IMPROVEMENTS DESIGN	NS/NF	<p>A tunnel maintenance and improvement program would maximize the capacity of the existing tunnels that convey Lewis and Peyton creeks through downtown. Such a program would include an inspection and maintenance of the tunnels, along with possible improvements to them to mitigate "chokepoints," like the confluence of Lewis and Peyton Creeks underneath the Wharf parking lot. Specifically the design would address structural, hydraulic, and legal issues surrounding the maintenance of the underground stormwater tunnels. (Estimated Cost = \$650,000)</p>	\$ 650,000
TOTAL STORM WATER PROJECTS NOT SCHEDULED / NOT FUNDED - FLOOD STUDY RELATED			\$ 950,000

**CITY OF STAUNTON
CAPITAL INVESTMENT PLAN
STORM WATER FUND**

TMDL PERMIT MANDATE IMPROVEMENT PROJECTS NOT SCHEDULED OR FUNDED			
GREEN HILLS INDUSTRIAL PARK-BASIN RETROFITS- TMDL MANDATE PERMIT IMPROVEMENT PROJECT	NS/NF	Annual projects to improve storm water quality by reducing pollutant discharge of sediment, nitrogen, and phosphorus to meet TMDL requirements- total maximum daily load. Project includes converting two existing dry detention basins into wet ponds with sediment forebays	\$ 1,300,000
GYPSY HILL GOLF COURSE	NS/NF	Install gravel filter & filter strip	\$ 1,600
GREENVILLE AVE & E HAMPTON ST (ADJACENT TO ASYLUM CREEK)	NS/NF	Construct a riparian buffer along Asylum Creek at Greenville/Hampton	\$ 3,000
CITY LIBRARY	NS/NF	Install filter strip and permeable pavers at City Library on Churchville Avenue	\$ 71,400
FIRE STATION 2	NS/NF	Convert existing extended detention basin at Fire Station 2 on Grubert Ave. into a bio retention basin	\$ 33,500
FIREHOUSE PARKING LOT	NS/NF	Construct bio retention basins and permeable pavers	\$ 65,500
GYPSY HILL PARK	NS/NF	Construct vegetated swale, two bio retention basins and grass swale	\$ 147,700
NEW STREET PARKING LOT	NS/NF	Installing three filterra units and permeable pavers	\$ 110,600
WHARF PARKING LOT	NS/NF	Install permeable pavers	\$ 83,800
WATER FOUNTAIN PARK	NS/NF	Construct bio retention basin	\$ 39,400
FIRE STATION 1	NS/NF	Install a filterra unit, tree box, bio retention area and permeable pavers at Fire Station 1 on N Augusta Street	\$ 50,700
SALT STORAGE	NS/NF	Construct bio retention basin	\$ 33,800
MONTGOMERY HALL PARK	NS/NF	Construct vegetated swale and bio retention basin	\$ 143,700
THOMAS DIXON ELEMENTARY SCHOOL	NS/NF	Construct rainwater harvesting system on school building and two bio retention basins	\$ 153,200
BESSIE WELLER ELEMENTARY SCHOOL	NS/NF	Construct two bio retention basins and upgrade existing bio retention basin	\$ 155,800
HARDY PARKING LOT	NS/NF	Install permeable pavers	\$ 68,000
GYPSY HILL GOLF COURSE (ADJACENT TO CANAAAN STREET)	NS/NF	Construct infiltration basin	\$ 13,000
SHELBURNE MIDDLE SCHOOL	NS/NF	Convert existing dry detention basin into a bio retention basin	\$ 87,200
STAUNTON HIGH SCHOOL	NS/NF	Construct two bio retention basins and install a rainwater harvesting system	\$ 330,000
AUGUSTA STREET PARKING LOT	NS/NF	Install permeable pavers	\$ 13,800
MCSWAIN ELEMENTARY SCHOOL	NS/NF	Install a rainwater harvesting system	\$ 125,500
TOTAL TMDL PROJECTS NOT SCHEDULED / NOT FUNDED - MANDATED PROJECTS			\$ 3,031,200
FY2022-FY2026 SCHEDULED CIP			\$ 4,590,000
NON MANDATED STORMWATER PROJECTS - FLOOD RELATED			\$ 950,000
TOTAL STORM WATER FUND PROJECTS			\$ 8,571,200
FY2022-FY2026 + NS/NF PROJECTS			\$ 8,571,200

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
WATER FUND**

		PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE
FY2022				
GARDNER SPRING - UPGRADE PUMPS AND PARALLEL 16" LINE FROM GARDNER SPRING	FY2022	BOND FUNDS	Construction of upgrade to Gardner Spring Pump Station and section of 20" parallel waterline from Gardner Spring to the Middle River. Bond financed project. Debt Payment = \$578,000, \$6.0 million @ 5%, 15 years	\$ 6,900,000
WATER LINES	FY2022	WF BUDGET	Annual replacement of old/undersized water lines throughout the City	\$ 400,000
SHUTTERLEE MILL TANK	FY2022	Water Fund Balance	Tank paint and maintenance repair - Moved from FY2021 to FY2022	\$ 250,000
FLUORIDE TANK	FY2022	Water Fund Balance	Fluoride Water Tank Painting/Surface Treatment - Interior / Exterior - Moved from FY2021 to FY2022	\$ 80,000
WATER TREATMENT PLANT- CLEARWELL RELINING	FY2022	Water Fund Balance	Reline, reseal, and /or repair 4.3 MG concrete clearwell at the Water Treatment Plant - Moved from FY2021 to FY2022	\$ 600,000
WATER TANK AND SYSTEM DESIGN	FY2022	Contingent on State Grant Award	Design of water system and water tank design for the eastern sector of the City. Funding via State Grant Awards	\$ 368,000
TOTAL WATER PROJECTS FY2022				\$ 8,598,000
FY2023				
WATER LINES	FY2023	WF BUDGET	Annual replacement of old/undersized water lines throughout the City	\$ 400,000
WATER INFRASTRUCTURE STUDY	FY2023	WF BUDGET	Update 2015 water model study for City water infrastructure.	\$ 65,000
WATER LINE IMPROVEMENTS – RICHMOND AVENUE & CROSSING WAY:	FY2023	Contingent on State Grant Award	Replace approximately 8,400 LF of existing aged 6" water main with new 8" water line in Richmond Avenue from Greenville Avenue to Frontier Drive (cost updated from 2016 Draper Aden Study); install new water main along Crossing Way and supply line to new water tank, improving resiliency for the Eastern sector of City. Project funding split \$2,250,000 via State Grant / \$2,950,000 local funding. \$5,200,000	\$ 5,200,000
STUDY REPLACEMENT OF NORTH RIVER PIPELINE	FY2023	WF BUDGET	North River Pipeline Study / Preliminary Engineering Report 30% Design	\$ 500,000
TOTAL WATER PROJECTS FY2023				\$ 6,165,000
FY2024				
WATER LINES	FY2024	WF BUDGET	Annual replacement of old/undersized water lines throughout the City	\$ 400,000
NORTH RIVER PIPELINE REPLACEMENT - PHASE 1	FY2024	BOND FUNDS	Phase 1 replacement of the North River Pipeline - Replace 7,000 LF of the Pipe Line.	\$ 6,500,000
WATER TANK INSTALLATION - INDUSTRIAL SECTOR	FY2024	Contingent on State Grant Award	To secure land and to construct a new water tank to allow for upgraded service to the extreme eastern and industrial sector of the City. Project funding split \$1,500,000 via State Grant / \$500,000 local funding	\$ 2,000,000
TOTAL WATER PROJECTS FY2024				\$ 8,900,000

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
WATER FUND**

	PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE	
FY2025				
WATER LINES	FY2025	WF BUDGET	Annual replacement of old/undersized water lines throughout the City	\$ 400,000
TOTAL WATER PROJECTS FY2025			\$ 400,000	
FY2026				
WATER LINES	FY2026	WF BUDGET	Annual replacement of old/undersized water lines throughout the City	\$ 400,000
TOTAL WATER PROJECTS FY2026			\$ 400,000	
WATER FUND - UNSCHEDULED / UNFUNDED PROJECTS				
PROJECTS NOT SCHEDULED OR NOT FUNDED (NS/NF)		PROJECT DESCRIPTION	PROJECT ESTIMATE	
UNIONTOWN WATER	NS/NF	Instalation of water lines north of the railroad along Anthony Street and south of the railroad along Jones and Patton Streets.	\$ 2,215,000	
NORTH RIVER RAW WATER LINE	NS/NF	Construction for repair, reline, replacement or new parallel raw water line from the Staunton Dam to the Water Treatment Plant COST UPDATED FROM 2018 Wiley Wilson Report	\$ 18,500,000	
GROUNDWATER WATER SUPPLY SOURCE (WELL) IMPLEMENTATION	NS/NF	Full development of new groundwater water supply source (well) for redundancy with water supply to Water Treatment Plant, based on 2018 Wiley Wilson Report	\$ 4,000,000	
ENGLEWOOD DRIVE-PHASE IVB - MOVED TO NS/NF	NS/NF	Replace water line on Englewood Drive from Churchville Avenue to Shutterlee Mill Road during construction of storm drain project	\$ 260,000	
GROUNDWATER MONITORING PROGRAM	NS/NF	Installation of a groundwater monitoring well at Gardner Spring to monitor water quality and conditions. 2018 Wiley Wilson Report. (Project will require an annual cost for well sampling, testing, and reporting estimated at \$44,000 /year)	\$ 110,000	
MIDDLE RIVER INTAKE	NS/NF	Design and construction of improvements to the Middle River intake to improve the water supply source.	\$ 1,500,000	
FRANKLIN HILL ZONE BOOSTER PUMP STATION	NS/NF	Installation of a booster pump in the Franklin Hill Zone to serve West Beverley Street (and adjacent street) west of Van Fossen Lane. Project is necessary should ACSA demand increase in Blackburn	\$ 900,000	
NORTH RIVER RAW WATER LINE PIGGING	NS/NF	Cleaning (pigging) of North River raw waterline to restore capacity. Will be required by 2028	\$ 350,000	
TOTAL PROJECTS NOT SCHEDULED / NOT FUNDED			\$ 27,835,000	
TOTAL WATER FUND CIP			\$ 52,298,000	
FY2022-FY2026 + NS/NF PROJECTS				

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
SEWER FUND**

		PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE
FY2022				
STUART STREET SEWER LINE	FY2022	Sewer Fund Balance	Replace 440 LF Sewer Line from Reservoir Street to Summerson Street	\$ 150,000
LYLE - BLANDFORD STREET SEWER LINE	FY2022	SF BUDGET	Replace 270 LF of deteriorated sewer line	\$ 80,000
SEWER LINE CONSTRUCTION IMPROVEMENTS DESIGN WORK FOR EASTERN PORTION OF STAUNTON	FY2022	Contingent on State Grant Award	Design of wastewater collection and wastewater pump station design. Funding via State Grant Awards	\$ 164,500
COMMERCE ROAD SEWER LINE - PHASE 2	FY2022	SF BUDGET	Survey and Design of Commerce Road Sewer Line - Phase 2	\$ 100,000
			TOTAL SEWER PROJECTS FY2022	\$ 494,500
FY2023				
COMMERCE ROAD SEWER LINE - PHASE 2	FY2023	SF BUDGET	Phase 2 - Replacement of the Commerce Road sewer line from end of Kalorama Street to Dominion Substation at Greenville Avenue sewer discharge point (old MH Nos. L190-L197). 2008 Draper Aden Study UPDATED COST 2021. FIRST YEAR FUNDING.	\$ 450,000
SEWER LINE CONSTRUCTION IMPROVEMENTS FOR EASTERN PORTION OF STAUNTON	FY2023	Contingent on State Grant Award	Install sewer lines in conjunction utility expansion on the eastern portion of the city serving both residential and industrial facilities at Staunton Crossing. Funding split \$3,750,000 State Grant / \$1,250,000 local funds	\$ 5,000,000
			TOTAL SEWER PROJECTS FY2023	\$ 5,450,000
FY2024				
COMMERCE ROAD SEWER LINE - PHASE 2	FY2024	SF BUDGET	Phase 2 - Replacement of the Commerce Road sewer line from end of Kalorama Street to Dominion Substation at Greenville Avenue sewer discharge point (old MH Nos. L190-L197). 2008 Draper Aden Study UPDATED COST 2021. SECOND YEAR FUNDING.	\$ 450,000
			TOTAL SEWER PROJECTS FY2024	\$ 450,000
FY2025				
LEWIS CREEK SEWER LINE PER (FORMERLY COMMERCE ROAD SEWER PHASES 3 AND 4)	FY2025	SF BUDGET	Preliminary Engineering Report (PER) to re-evaluate Lewis Creek sewer - Greenville Avenue and Johnson Street Sections (formerly Commerce Road Sewer Line Phases 3 and 4) for possible alternatives to 2008 Draper Aden Study	\$ 100,000
DESIGN - LEWIS CREEK SEWER UPGRADE - GREENVILLE AVENUE SECTION (FORMERLY COMMERCE ROAD SEWER LINE - PHASE 3)	FY2025	SF BUDGET	Upgrade of the Lewis Creek sewer - Greenville Avenue Section (formerly Commerce Road sewer - Phase 3) from Dominion Substation to South New Street (old MH Nos. L197-L243). 2008 Draper Aden Study	\$ 300,000
			TOTAL SEWER PROJECTS FY2025	\$ 400,000
FY2026				
LEWIS CREEK SEWER UPGRADE - GREENVILLE AVENUE SECTION (FORMERLY COMMERCE ROAD SEWER LINE - PHASE 3)	FY2026	SF BUDGET	Upgrade of the Lewis Creek sewer - Greenville Avenue Section (formerly Commerce Road sewer - Phase 3) from Dominion Substation to South New Street (old MH Nos. L197-L243). 2008 Draper Aden Study	\$2,000,000
			TOTAL SEWER PROJECTS FY2026	\$ 2,000,000

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
SEWER FUND**

NOT SCHEDULED/ NOT FUNDED PROJECTS (NS/NF)	PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE
UNIONTOWN SEWER	NS/NF	Instalation of sewer lines north of the railroad along Anthony Street and south of the railroad along Jones and Patton Streets.	\$2,984,000
DESIGN - LEWIS CREEK SEWER UPGRADE - JOHNSON STREET SECTION (FORMERLY COMMERCE ROAD SEWER LINE - PHASE 4)	NS/NF	Upgrade of the Lewis Creek sewer - Johnson Street Section (formerly Commerce Road sewer - Phase 4) from South New Street to Wharf Parking Lot at Central Avenue sewer discharge point (old MH Nos. L243-L265). 2008 Draper Aden Study	\$250,000
LEWIS CREEK SEWER UPGRADE - JOHNSON STREET SECTION (FORMERLY COMMERCE ROAD SEWER LINE - PHASE 4)	NS/NF	Upgrade of the Lewis Creek sewer - Johnson Street Section (formerly Commerce Road sewer - Phase 4) from South New Street to Wharf Parking Lot at Central Avenue sewer discharge point (old MH Nos. L243-L265). 2008 Draper Aden Study	\$800,000
ENGLEWOOD DRIVE SEWER PHASE IV-B	NS/NF	Replace sewer line during construction of storm drain project	\$500,000
ROSE HILL CIRCLE SEWER LINE	NS/NF	Install sanitary sewer in the 100 and 200 blocks to provide City sewer service to multiple homes currently being served by septic systems. 2014 COS Engineering Dept Study	\$350,000
GUY STREET SEWER EXTENSION	NS/NF	Sewer line extension to remove six homes from septic tanks	\$135,000
TOTAL PROJECTS NOT SCHEDULED / NOT FUNDED			\$ 5,019,000
TOTAL SEWER FUND CIP			\$ 13,813,500

**CITY OF STAUNTON
CAPITAL IMPROVEMENT PLAN (CIP)
PARKING FUND**

		PROPOSED FUNDING SOURCE	PROJECT DESCRIPTION	PROJECT ESTIMATE
<u>FY2022</u>				
NEW STREET PARKING GARAGE	FY2022	PF BUDGET	Replace and upgrade New Street Parking Garage access and control equipment - Moved from FY2021 to FY2022	\$ 250,000
FY2022 TOTAL PARKING FUND PROJECTS				\$ 250,000
<u>FY2023</u>				
WHARF PARKING LOT	FY2023	PF BUDGET	Replace and upgrade Wharf Parking Lot access and control equipment	\$ 250,000
POLICE DEPARTMENT LICENSE SCANNER PARKING ENFORCEMENT	FY2023	PF BUDGET	Hand Held License Scanners for Parking Enforcement - Moved from FY2022 to FY2023	\$ 38,000
FY2023 TOTAL PARKING FUND PROJECTS				\$ 288,000
<u>FY2024</u>				
JOHNSON STREET PARKING GARAGE	FY2024	PF BUDGET	Replace and upgrade Johnson Street Parking Garage access and control equipment	\$ 250,000
FY2024 TOTAL PARKING FUND PROJECTS				\$ 250,000
<u>FY2025</u>				
NEW STREET PARKING GARAGE	FY2025	PF BUDGET	Seal/ repair concrete deck surfaces. Paint railings and other surfaces - Moved from FY2024 to FY2025	\$ 300,000
FY2025 TOTAL PARKING FUND PROJECTS				\$ 300,000
<u>FY2026</u>				
WHARF PARKING LOT	FY2026	PF BUDGET	Seal/ repair concrete deck surfaces. Paint railings and other surfaces - Moved from FY2025 to FY2026	\$ 300,000
JOHNSON STREET PARKING GARAGE	FY2026	PF BUDGET	Seal/ repair concrete deck surfaces. Paint railings and other surfaces - Moved from FY2025 to FY2026	\$ 300,000
FY2026 TOTAL PARKING FUND PROJECTS				\$ 600,000
TOTAL PARKING FUND CIP			FY2022-FY2026 + NS/NF PROJECTS	\$ 1,688,000

CITY COUNCIL



AGENDA BRIEFING

Staunton, Virginia

Meeting Date:	February 10, 2022	City Council <hr/> Leslie Beauregard Acting City Manager
Item #	B	
Department:	City Council City Manager's Office	
Alignment with Staunton Plan (Value/Strategic Area):	Value: Inclusion & Equity Strategic Area: Responsive, Efficient Government Inclusion	
Subject:	Establishment of Equity and Diversity Commission	

Background: At City Council's meeting on August 12, 2021, after discussion, Council voted to proceed with establishment of a council-appointed commission for equity and diversity. At the September 23, 2021 meeting, Council discussed this commission in more detail including a resolution that would establish a Commission. At this same meeting, Council directed staff to conduct a survey that would provide input prior to the resolution being finalized. And at the October 28, 2021 meeting, Council asked staff to extend the survey until December 31, 2021. And now that those survey results have been received and reviewed, the data will be presented to Council during the meeting, along with recommendations on the establishment of an Equity and Diversity Commission. Staff will be seeking input and feedback from Council in order to finalize the resolution.

At the same time the survey was being conducted, Acting City Manager Leslie Beauregard applied for a Virginia Risk Sharing Association (VRSA) Inclusion Residency Project Grant on behalf of the city. Ms. Beauregard mentioned this grant at the September 23 meeting as being a possible source of funds to help resource the Commission. The city did receive a grant in the amount of \$25,000. Staunton was one of two localities to receive a grant, the City of Harrisonburg being the other recipient. The majority of this grant will be used to resource a consultant/facilitator, Dr. Robin Stacia, of Sage Consulting Network, who is working directly with VRSA and the city. She will be virtually present at the meeting to walk through the grant, her role in this process, and other aspects of the Commission as they relate to her work with the city. To learn more about VRSA's Inclusion Residency program, watch this short video at the

following link: <https://vimeo.com/543174656>.

Ms. Beauregard and Dr. Stacia will walk through several items during the meeting:

- The Equity and Diversity survey data review and findings
- Information about the VRSA Grant
- VRSA Grant scope of work including budget and plan
- Recommended updates to elements of proposed resolution
- The long-range scope of work for the commission

The attached proposed resolution provides for the establishment of the commission to be staffed by the City Manager, Assistant City Manager, or designee, and to report directly to Council, consistent with the prior Council action.

The item is included on Council's regular meeting agenda for discussion and consideration. After adoption of the resolution, work on recruitment of members of the commission may begin.

Ms. Beauregard and Dr. Stacia will have a power point presentation to share at the meeting and help facilitate the discussion.

Attachments:

Attachment 1—Equity and Diversity Survey Results

Attachment 2—Proposed Resolution

Acting City Manager's Recommendation: Discuss the survey results and other information presented, including the proposed resolution, and provide guidance and direction to staff. It is staff's hope that City Council will establish the Commission at this meeting following the discussion and input. A suggested motion is below.

Suggested Motion: Adopt the resolution to establish an Equity and Diversity Commission with the dates and membership determined by City Council at the February 10, 2022 meeting.

Acting City Manager: Leslie Beauregard

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
A high school diploma	A racially diverse panel	To live in Staunton			To be active in all neighborhoods. When hiring employees make sure all city residents are aware of jobs that are available	Having a website
Expressed commitment to equality for ALL	Interest in opinions of ALL	Open-mindedness	Ability to make and stand behind bold decisions	Willingness to educate citizens on equality issues	Ensure a diverse workforce Require diversity training for all employees Tout Staunton's commitment to equity	Not aware of anything beyond a little training here and there
Not a radical	Objectivity	At least a high school education			Define equity and diversity first of all and then determine who feels marginalized and in what ways. Without more specificity I don't know how you can fix a problem that is not well defined. The resolution is vague.	What outcomes are we talking about? Specificity please.
Self awareness	Open mind	Ability to listen	Communication skills	Compassion	I don't know enough about what is already being done. Perhaps hold public meetings or send out newsletters sharing what is being done.	I'm not sure.
Non-white advocates	Resources for marginalized & under-served peeps	Dependable & organized	Intersectionality aware	Trauma informed	Collaborate with people of color in leadership in the SAW area. Create listening spaces with great facilitation on a regular basis such as monthly or quarterly meetings, to ensure marginalized voices are heard, respected and responded to. Collaborate with RISE in Waynesboro! They are amazing educators. Also, hire a professionally trained diversity and inclusion officer.	I'm honestly not sure other than creating this amazing committee! Thanks!
Member of under-served community	Member of under-served community	Member of under-served community	Member of under-served community	Member of under-served community	Hiring representative of population demographics - policies that value inclusion and allow for recourse	Nothing
Person of color.	Lived in the community for at least 10 years.	Professional, possibly creative	Wants to support artists and encourage arts	Encourages civil engagement		Not so much in my opinion, minus a couple of engaged civil servants on the board
Experience with low income populations	Experience with immigrant populations	Experience with homeless populations	Experience with racial equity work	Dedication to separation of church and state	Do more to encourage, ensure that there are POC on city council, school board, in other places of power and prominence. Encourage and uplift their voices. Work with local libraries for "Whole City Reads"-type programs to encourage reading about others' experiences with adversity, oppression, provide/find funding/opportunities to bridge the digital divide for citizens who lack access to reliable broadband	Hosting events with local diversity partners (Shenandoah LGBTQ Center/Pride Festival, African American Heritage Festival), changing names on prominent buildings/schools, designing and implementing murals that encourage togetherness and community
Awareness	Openness to new information	Roots/relationships w/the Staunton black community	Willingness to challenge the status quo	Ability to be diplomatic	Change elementary school boundaries to not reflect the 'color line'. Hire more people of color to higher level positions.	Not sure anything since the School Board renamed the high school.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
ability to listen to differing opinions	covid vaccinated	work experience			I believe the City of Staunton HR Department is currently doing a fine job of hiring, training and retaining employees. Please continue current practices	Posting job opportunities for all to see as opposed to preselecting or using a very short open posting period
Member of Staunton community lacking equity.	See qualification 1.	See qualification 1.	See qualification 1.	See qualification 1.	Solicit as much input from members of our community currently suffering from lack of equity.	While staff training is important we need more than that. Also the school district, while still needing improvement, seems to be farther along on this journey than the city at large.
able to listen	open mindedness	creativity	commitment to stick with it, follow through	curiosity, willing to read widely	Start with the current situation and work backwards to why...IE, maybe there's a higher percentage of black children in the public schools than in the community. Why is that? Is it a problem? Why don't all families in Staunton feel comfortable using public schools? Or how many minority owned businesses are there compared the population? Do they access to networking and capital?	The public library tries to have computer access, wifi access, help with free online classes, etc. Libraries are one of the few places left where all income groups mingle. And where you are not expected to buy anything. I'm sure the schools do a lot also but I don't have a child in the schools right now.
varied experience/perspective	strong ethics and honesty	analytical ability	courage to think outside the box	humility	Allocate a part of the budget for education and awareness	this survey for one.
intelligent	personally relate to diversity issues	cultural empathetic	good communicator	Good listener	Encourage diversity in the city work force, hold cultural festivals, support diversity in the schools education mandate, more public relations with people from diverse backgrounds. Encourage the public library and schools to carry more items that present diversity.	Housing and rental costs are not as high as they are in other communities so it is more affordable.
Ability to listen deeply and comprehensively	Result oriented focus	Responsive	Background working with DEI issues	Empathy	For city employees - Implicit bias and microaggression awareness training followed by statements of diversity from all departments, managers along with action plan to ameliorate short comings. For community - Collect data, and conduct public and small group listening sessions.	DEI committees at schools. Mission statements. Starting a DEI committee.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Youth representation	Business leaders	Religious leaders	Social programs leaders	African American women leaders	More recruitment and inclusion of young community leaders in decision-making positions.	Don't know.
Is BIPOC, LGBTQIA and/or living with disability	Not concurrently on city council or school board	Lives in city of Staunton	Wants to improve equity in Staunton	Can commit time to working on equity commission	Apologize for using racist language at council meetings and stop doing that. Improve use of adaptive tech and become ADA compliant and exceed accessibility minimums. Strive to have more BIPOC hired in city government and schools. Remodel our policing system to focus on ensuring that vulnerable people receive support instead of being criminalized and having more barriers between them and a healthy happy life. Strive to arrest fewer people. Provide assistance for low income people. Reparations.	Not enough. The Building Bridges for the Greater Good is helping to educate people, but that is not city government and systems doing anything. In fact it seems that the current council has been trying to prevent advancement of equity initiatives. From postponing the formation of an equity and diversity commission, to proposing that they, a group of white people, should appoint the members of the commission, to fighting against making meetings accessible, to prioritizing pet project spending.
Native (attended/graduated Staunton schools)	Disabled	Female	Immigrant / Refugee	Jewish or Muslim	Invite local chapters of civic societies representing protected classes—such as VFW & Knights of Columbus—to a special commission/council sessions dedicated just to them and their input on a rotational basis.	Parades, festivals, commissions, resolutions, advertising, & investments
A record of civic/community engagement.	A collaborative, open mind in debates over issues.	Appreciation of a broad definition of diversity.	Knowledge of recruitment issues in city positions.		Task the Commission with prioritizing the identified impediments to equality and diversity.	I know the school system HR department has been participating in job fairs at colleges with a large number of students from different racial and social profiles. I am not aware of any recent, specific efforts by the city staff.
Cultural and racial competency	College level education	Having born and raised in the county	Great communication skills	A history of supporting diversity initiatives	Focus group meetings.	Nothing I'm aware of

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Honest desire to make an impact	Willingness to put time and effort into the work	Get training, read/ watch credible sources	Not afraid of ruffling feathers, change status quo	willingness to learn, change own ideas, perception	Model after localities making a tangible effort and having success moving with their intentional process-like Montgomery County MD. Be authentic in their desire to grow. Some of city council members have been defensive regarding this needed change. Hold public hearings. Get trained. Pass laws. Go into the community. They need a formal, intentional, positive process during which they examine their own perceptions. Support the commission fully and implement recommendations. Change! Listen!	Other than the commission, I am not aware of any thing concrete. There has been talk about housing, west end improvements.....but I don't see any progress. The mural 'you belong here' is nice, but words need action. I believe the effort to 'reform' public comments at council meetings, had it been successful, would have done the opposite of encouraging equitable outcomes in our community by silencing voices. Moving forward, I believe the Council can if it chooses, spark new and vigorous process.
Racial diversity	Gender diversity, including LGBTQ identity	Economic diversity	Religious diversity, including "non" or atheist	Educational diversity	Involve a diverse cross-section of the community in the decision-making processes.	Allowing public comments and keeping lines of communication open.
Analytical skills	Relevant life experience	Ability to work with others	Professional experience relevant to body's goals	Sense of humor	Require all managers at least at first and second levels to take individual diversity and equity training. Require all employees to attend at least one seminar to hear first person accounts of the lack of equity and diversity.	Not much that I know of.
Member of a marginalized group	Knowledge of municipal government operations	Knowledge of the city and its various neighborhood	Experience with community organizing	Absolutely non-partisan	Reflect equity and diversity on the city council and in all department heads.	I have no clue, but the latent corruption in the sheriff's department and the appearance of and actual intolerance on the city council's part don't do much for our image.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Being willing to talk, listen, and learn	Awareness on how discrimination operates	Respect & support differences within our community	Critical thinking & action onSt diversity issues	Active participant & respectful team member	Staunton should make certain that all agencies, organizations, and administrations within the city have a clearly written, understood, and applied diversity and equity policy and guidelines on how it will be administered and enforced. Staunton needs to make diversity, equity, and inclusion evident in all marketing of the city and provide financial incentives and support for minority businesses. Diversity and inclusiveness should be a part of all hiring practices and policies.	Staunton City Schools formed an Equity Committee in the Fall of 2020 composed of 20 members that include citizens, parents, students, and staff. The focus is to address educational equity and bridging achievement and opportunity gaps.
Belief in the values of equity and diversity.	Good communications skills	An analytical mind	Confidence in science	Ability to work with others	Define what you mean by equity and diversity in demographic terms. Using the definitions describe and publish the current levels of equity and diversity	I am not aware of any concerted effort to equity and diversity other than renaming the high school.
Be a Staunton resident interested in serving	Diversity in race, gender, ethnicity and age	Time to commit to this Commission	Experience working on diversity and equity issues		The only place I witness diversity in action is the local YMCA. I suggest working with the Y to understand how the organization creates a welcoming and diverse organization. I also think Staunton needs to work with local businesses to create more welcoming environments for BIPOC people. Staunton needs to have feedback loops to address the racial divides in our community.	I'm not aware of anything being done at present.
					Staunton has done enough...and more...to create diversity ...both racially a and socially ...names have been changed...support for LGBT community...it's in our faces and we're tired of it!Now we are going to pay for another group we don't need!!!	Enough!!!!
Member of a marginalized community	Proven equity work in the community	Willingness to serve on the committee	Lives in Staunton	Doesn't work for the city or in city govt	Listen more to community members who are BIPOC, Disabled, Queer, and/or Poor. Elevate people from marginalized communities into positions of leadership on city staff, government, and boards/commissions.	I'd love to know.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Be a unifier, not polarizing or divisive	Compassionate, common-humanity philosophy	Unequivocal commitment to freedom of speech	Empathy and respect	Healthy skepticism, evidence-based reasoning skill	School choice Conduct one-on-one interviews with citizens that are facing barriers to achieving greater prosperity. At the same time, think critically about what they have to say. Focus policies on evidence-based outcomes. Get out of the way. Trust people to manage their businesses and their properties without needing to get excessive licenses or permission from licensing boards, historical preservation commission, etc. Lower institutional barriers to entrepreneurship and redevelopment.	I don't know.
Empathy	Knowledge of Staunton racial history	Awareness of own biases	Value for diversity	See differences as assets	Consistently and persistently seek community input from ALL residents. Analyze crime and violence data to not any inequities.	This Commission. The Trolley/public transportation.
A capacity for intellectual reason	A capacity for open mindedness	A capacity for listening more than talking	A capacity for emotional maturity	A capacity to put unity over personal ideology	More BIPOC/differently abled/LGBTQ+/different religions/different ages in tourism ads/City website photos/brochures. For the City Council to uniformly declare that it cares about all Staunton citizens including all of those listed in the categories above. For the City Council to uniformly demonstrate that it cares about all Staunton citizens by listening more and being less dismissive of citizens unlike themselves. Council stop doing for the rich that they wouldn't do for the poor.	I assume that we're an equal opportunity employer and that we make good on it.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
A degree in a STEM field, to collect real data.	Commission should reflect community	racial/gender/economic makeup.	Prior civic involvement	At least 10 years residency in Staunton	This is a terrible market survey question. Much too broad and "loaded". I believe establishing this commission is a step in the right direction. While you may get some ideas, by making this an opt in survey you will get some very biased, and probably useless information.	One would have to know a lot about the city's workings to answer this question. I do not.
Collaboration	Organization	Knowledge of Equity and Inclusion	Open minded	Flexibility	Implement community events to varying cultural groups regularly.	Nothing
A legal resident of Staunton for five-plus years.	Unaffiliated with a political party as an officer.	All wards in the city are represented .	A range of professions are represented.	Diversity of backgrounds, race, religion, gender.	To treat all areas in the city as equal partners in making our hometown an even better place to live, work, and play. To encourage and somehow reward those who advance equal opportunity for all. To embrace and celebrate the contributions that African Americans (especially) and all groups have made to Staunton. To eliminate the hate that is bubbling all around us with such bogus issues as critical race theory, which is NOT being taught in our schools.	Not much. Given the dramatic and off-putting change in the composition of City Council, in which political affiliation is now all too often apparent in the tone, attitudes, civility, and negativity of too many Council members, abandon politics and work to solve issues affecting us all and not those who are aligned with political parties. Unite not divide.
Knowledge of the US Constitution	Ethical approach to issues				Treat people equally, without regard to race, class, gender.	Treatment of citizens equally is what should be achieved, without regard to race. Equity of outcomes is discriminatory.
Having people of color included	Having females and LGBT included	Workplace experience	College level encouraged		Have job fairs for city positions that encourage diversity	
Diversity of experiences	Identities that are marginalized/oppressed	Good listeners	Honesty	Transparent	I think this question needs more context; encourage more equity and diversity in city government? In agencies? In the population? In services? If this question is unclear, it makes me wonder if the goals and intentions of this commission and work are likewise unclear.	I am not familiar enough with Staunton's efforts to comment.
# of West End residents based on city population %	Racial background equivalent/+ to City's racial %	Gender breakdown equivalent/+ to City population	Expresses support of Staunton racial/social goals	Expresses support of City diversity goals	Establish and advertise informal pop up diversity forums in different Staunton neighborhoods to get the conversation flowing and obtain novel ideas/perspectives of the residents	Some City Council members have individually attended various diverse festivals to support and gain resident perspectives on the various issues

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Knowledge of Staunton's history of all races	Does not hold or possess bias for any race	Experience collaborating w/ diverse organizations	Work with small and large groups to effect change	Strong interpersonal skills	In an attempt to promote equality of races, gender, sexual identity, etc, Staunton has promoted an environment where it is acceptable to call people names such as idiots, racists, bigots, white privilege, and other names that promote inequality. Those with other opinions, Christians for example, are belittled and are left behind because their beliefs do not match with what is supposed to be the only way to think. We need to encourage all people, ALL people, to be involved and accepted.	Staunton is promoting an acceptance of peoples who have historically been discriminated against and abused emotionally and physically.
open-mindedness	time to spend on the project	knowledge of the difficulties people have faced.th			this committee is a good start	don't know
Experience, personally or professionally, with EDI	Training in EDI (Inclusion should also be here)	Endorsement from NAACP &/or ACLU	Experience with many special populations	Ability to converse respectfully with many groups	Seek input from impacted community members, set up an incident reporting program for racial or other discrimination. Empower citizens to respond through offering training (bystander intervention). Look at data: housing, education, access, environment and set up objective scores so lower performing areas can have the tools to improve. Partner across divisions. Create opportunities. Reassess existing systems. https://govlaunch.com/stories/6-ways-cities-can-promote-diversity-inclusion-and-equity	I really appreciated the school divisions preparation for one-to-one technology and hotspots.
integrity	openness	cooperation	trust	optimism	City should offer projects where people of different backgrounds/races/experiences can work together and get to know one another.	City schools are hiring a more diverse staff.
Open mindedness	Experience w diverse persons				Hire persons of color as police	Creating this survey
Excellent character and integrity, Faith-Filled	No preconceived notions of human beings	Non argumentative personality, possessing Wisdom	Bee part of a fairly divided mix of candidates	Do unto others as you would have them do unto you!	Social get-togethers should be regular in the community. breaking bread together has been very helpful.	Hopefully, both sides of the issues are coming together calmly and rationally, otherwise it is a big waste of time.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Not be another white guy	Hire from outside our regional community	worked in at-risk/underserved communities	Have experience in DEI outreach and advocacy	At least have some fluency in Spanish and ASL	Invest in recruiting/hiring more people from minority, under represented communities to fill upper level and key staff positions when openings come up so the city employee force has more diverse representation and input when making decisions for the city. Also, don't think the city doesn't have shortcomings with DEI and just acknowledge it does and work towards changing that no matter how many dead ends you run into or how much more work it feels it takes to do so. Hire a DEI consulting firm.	I don't know? Which is probably not a good sign that it's doing enough. Area non-profit's defiantly do more than the city does. The city should work towards being the leaders of DEI in our city where residents know it and can be proud of that effort.
in depth knowledge/experience w equity & diversity	life experience intersecting diversity	knowledge of policy, and education strategies	communication and administration/delegation skills	knowledge of Staunton and region	Create a safe community for all citizens. Educate our citizens and government about E&D, increase opportunities and support for diverse citizens, create a land acknowledgement, support safety for children and students in schools, including the acknowledgement and naming of the spectrum of difference including allowing people to self-name, self identify. Prioritize and incentivize the hiring of diverse people and businesses.	there are citizens here who work toward consciousness about, respect for and support of diverse people and their successes. How are you defining and tracking outcomes?
A member of a disadvantaged group	A member of a minority group	Lived experiences that provide perspective	Humility	An educational background in history & justice	Have City Council members mentor one member of an under-represented group during their term, with the goal of bringing more minority voices to seats of power and influence in the city. More forums for people from different classes and races to meet on a professional basis. More reach-out from city leaders to local young people in high school and college to get them engaged in civic life-- have city council members visit Staunton High School each year and take questions.	I liked hearing that the council was against expanding the jail. This is the type of forward-thinking I support.
Diversity in race in members	Diversity in life experiences	Diversity in ages	Curious about goals of commission	High level of openness and communication skills	Study and provide solutions for the inequities in loans for homes, seek out and provide effective strategies to confront racial slurs and intimidation of our black, brown and LGBTQ neighbors. .	

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Person of Color	LGBTQ Person	Brave	Tenacious	Interested in policy change when needed.	Hiring, electing, appointing people of color and LGBTQ people into governance positions and roles.	Starting this commission.
An understanding of critical race theory	Able to empathize with those who feel ostracized	Not intimidated by diverse points of view	Insight on authentic history, not what was taught	Believe children have most to gain in re-education	Elect more woke people. Celebrate many types of diversity in festivals. Hire people of color recruit people of color.	Trying to hire people of color, DEI in Staunton City Schools, LGBTQ Center, merchants hopefully trying harder to welcome MBU
open minded	does not confuse equity (equal results - socialism	with equal opportunity-democratic republic	follows the truth wherever it leads and tolerate	any error as long as reason is left to combat it.	why is this just a priority? what about what is Staunton doing to encourage liberty of the individual or do we assume all individuals are victims of the most successful form of government in history?	That is socialism; What about personal responsibility and equal opportunity that have been the hallmarks of our country for almost 250 years? Should we replace it with victimhood, a new concept of the past several years? This country was not founded on encouraging equal outcomes nor should Staunton. This has nothing to do with local government's role in our lives. ,
Exp w/ Effective DEI initiatives & community outr	Professional leadership and management experience	Effective communication & building partnerships	Fiscal and financial stewardship experience	Public policy educational background with DEI lens	Diversify committees and leadership, town hall meetings and outreach to elevate voices not included but have been part of our city all along	Centering welcoming messages, murals, pride events, POC business owners, leadership initiatives and financial support
open minded	willingness to research the topics and issues	representatives of minority and vulnerable groups	willingness to work with others		I think that Staunton needs to understand what DEI is and what it is not. This should start wth the city council. The Commonwealth has a very good DEI training that I encourage everyone to participate in. In return, the council needs to educate the populus on what DEI is and isn't. I also encourage you to reach out the group RISE in Charlottesville. They are a great resource.	I honestly don't know that Staunton is doing anything. If so, it is not widely made public.
Member of a minority/disenfranchised population	Previous/ongoing anti-racism coaching	Previous/ongoing disability rights education	Comprehensive understanding of wealth disparities	Community service	Send all department heads and council members to intensive ongoing anti-racism and disability rights training	Nonprofit work being done by locally run organizations.

**Equity and Diversity Commission Survey
Online Responses**

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Member of an under-represented group	Be a person of color, disabled, and/or LGBTQ	Have knowledge of the needs of local citizens	Respected by their represented group		Reach out to under-represented groups and invite them to the table where decisions are made that affect all Staunton citizens	I have seen very little from city government. We do have a number of groups such as Staunton Organizing, the LGBTQ Support Center and some churches who are actively working to promote greater equity
They must be with out bias.	Integrity	Communication	Open minds and hearts	Leadership skills	Help promote more diverse businesses. Community and Neighborhood grants	No idea.
Intelligence	Knowledge of history of race relations in Staunton	Forward-thinking	Ability to step outside of self to hear others	Listener	Involve all of the churches	Not much
Openness of gender and sexual expression	Experience connecting diverse constituencies	Understanding of Critical Race Theory	Openness of religious affiliation	mirroring of Harrisonburg's immigrant resettlement	Emphasize under represented communities in the city. LGBTQ as well as non-white communities.	Not sure.
Experience outside of Virginia	Experience in community programming and planning	A local business owner	Experience with children	Variety of race, ethnicity, and gender	Having family activities that include activities of cultural awareness. Chinese New Year fest, immigrant ancestry fest, all for one parade celebrating different heritages, support minority business owners, use university student volunteers to get more involved	Not sure
a mind open to learn about race & disability	willingness to listen instead of talk	experience in diverse community (work or life)	understands/learns how Staunton government works		i wish i knew -- maybe having a City Council that respects and values all members in all of its deliberations, and that is willing to receive input via multiple routes, not just in-person meetings, in order to accommodate disabled individuals	i frankly do not know
Understand many meanings of Equity & Diversity	Dedication to both Justice & Compassion	Commitment to Staunton	Ability to work thru conflict with respect	Positive energy	Ensure truly inclusive searches for all new City Staff; actively reach-out to provide information and services to often excluded minorities; educate all Council members on issues related to equity and diversity on a continuing basis;	School Board actively seeks minority candidates for City Schools; some funding provided to support cultural events that help promote equity and diversity;

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Open minded--willing to listen to various opinions	Experience with equity issues	Experience with diversity issues	Knowing the difference between equity and equality	Commitment to addressing systemic racism	Review city government's policies and procedures to determine which ones, if any, are not equitable. Areas could include affordable housing, zoning, education, laws, tax levels, public safety, etc. Intentionally seek and support minority owned businesses to come to the city. The City Council currently has no people of color serving on it and yet the website says that Staunton is diverse. Why is it that people of color do not seek office? Is there a reason that they don't feel encouraged to try?	I don't know what is being done to encourage equitable outcomes. Has the city examined what equitable outcomes would look like? Perhaps there needs to be an examination of how things are currently done to see where inequities appear.
Open minded	Trust worthy	Truthful	Compassionate	Diverse background	Encourage minorities to get involved	I don't know if any
Somebody with a disability	Somebody who is motivated and committed	Somebody from the Black community	Somebody who identifies as LGTBQ+	Somebody who is willing to do the work.	Re disability equity, provide education to the Staunton community re the 1990 ADA, and the ADA Amendments Act of 2008 and about disability, accessibility, and disability history. Do outreach to the disability community to participate in City government on Boards and Commissions. ASL interpreters at all government and official City events and meetings. Also, intentionally reach out to the our Black community and identity activist groups and social justice groups for input, opinions, & ideas.	This commission is a start. Zoom for City Council meetings and screens in Council chambers. Curbside voting.
Knowledge of Diversity, Equity and Inclusion	Experience working in a diverse environment	Relevant Education	Well deopled Listening and Communication Skills	Mediation Skills	Hire a chief diversity officer	Nothing that I can see; it is certainly not reflected in hiring practices.
Do justice, love kindness, walk humbly	Deep/wide network of contacts in Black Community	Majority of members should be Persons of Color	Diplomacy -- work well with all kinds of people	Know Staunton well but waive residency requirement	Create and budget the position of Equity Officer. A full-time position would be ideal, but a part-time position allowing the Equity Officer to get to work immediately would be a more efficient and appropriate first step than appointing an Equity Commission which will end up reporting to City Council what everyone already knows. Waive residency requirement (already true for all jobs in City Manager's purview?) because ideal candidates may work/socialize in town but reside/be retired nearby.	On June 11, 2020, City Council adopted a Statement on Racial Justice. I beg you to forgo establishing an Equity Commission and instead immediately hire an Equity Officer who would get to work toute de suite on the injustices so clearly defined in your own statement over a year ago. There is no need for more busy work of interviews, reports, graphs, charts. We already know there is a gross lack of diversity among City employees and contractors. Staunton is a microcosm of our country.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
A member of an impacted community	Demonstrated commitment to advancing equity	Strong interpersonal and collaboration skills	A community leader and/or organizer	Experience in policy development	Include the perspectives of impacted communities (women, people of color, the disabled community, and the LGBTQ community) through representation at all levels of City government.	Engaging community input in the vision for an Equity and Diversity Commission
A lived experience	An advocate for their community	Disability should be included as well			Creating a commission for Diversity, Equity, and Inclusion is a great first step. Perhaps the Mayor and City Council should have denounced the Capitol Riots and listened to complaints from BIPOC. Staunton has a diverse population of people which should be represented by a diverse leadership team. Perhaps city funded grants to small-business owners of color to promote their services. Include disability as part of inclusion when discussing DEI programs. Closed captions/ ASL for Council meetings	Not much, 7 white people on city council and white people in city management roles representing everyone in the city? Straight, white, middle-class folks spending tax payer money on golf carts for their straight, white, middle-class friends. "What is Staunton currently doing" is a great question!
leadership	can evaluate data	college educated	counseling background	Human resources background	Hold meetings in various areas of the City. Drive citizens to City website using one central calendar for all public meetings in all departments. Use a format that spells out time, location, transportation access, who is hosting, what the meeting is about and why residents should come to share their input. Spell out the potential effect of proposed actions thereby illustrating why it is important to have citizen input.	Great staff. Expanding access to meetings. I really don't know enough about how the City encourages equitable outcomes. My guess is following quality hiring guidelines and required meeting logistics. I assume the schools are probably the best at consciously working toward equitable outcomes due to their training and intended goals.
<u>Survey Extended</u>						

**Equity and Diversity Commission Survey
Online Responses**

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
To be fair and just for all people	To have active employment	To not be involved in any racially charged groups			First decide is there a need for this? What is the ratio of non whites in the city compared to whites (which seems to be at the crux of this program) does this ratio extend into job opportunities and social diversity? Does it go both ways?	Define racial diversity and equity- how does this translate into our community? What exactly are you looking for?
Compassionate	Educated	Open-Minded	Informed About Current Events	Committed to Staunton Community	Provide more resources to lesser-developed area of town; provide support for underrepresented business owners; vocally support equity efforts of the public schools, public library, etc.; more diverse representation needed across levels of city/police/councils, etc.	Prioritized the renaming of the high school; personally witnessed some very positive and equitable interactions between police and citizens
Personal Experience with inequity	Openness to learn and be challenged	Passion to work for equity	Ability to commit to the work	Be part of a community that is marginalized	A commission supported and funded by the city is a start. To have city leaders working with such groups as observers and contributors but not as leaders in this setting. An equity commission would not be requested of inequities did not exist	The city has been very slow on this. In 2020 the city was presented with information about racial inequities and did no follow through. Creating the commission is an important step made by city council.
open mind and heart	willingness to learn				Acknowledging that not everyone is able-bodied, well-educated, White, and male. And that people under the age of 30 need to be part of this conversation too. What's the composition of the City boards (library, etc.)?	I'm not certain that anything is being done beyond beginning this effort.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
INCLUSION	DOESN'T	EXCLUDE	ANYONE	STOP TARGETING ONE SMALL GROUP AND INCLUDE ALL	When new businesses come to town you should include them in the activities around the town also have a welcome package regarding the happenings and things they can participate in, also things the community stands for and ways businesses can be inclusive as well...	I don't know... haven't seen anything... they can stop selective targeting of small groups as this do not achieve an equitable outcome but excludes large groups who would generate income for our small business community as they are not being targeted in advertising or any other way....
Non partisan	Knowledge of Staunton demographics	No political or racial agenda	Team oriented	Willing to compromise	Transportation is often a huge barrier for low income workers. Staunton should be offering alternative methods of transportation between it's city, other points in Augusta County and Waynesboro.	I don't know.
Humility	Empathy	Emotional intelligence	Objective reasoning skills	Non bias	Don't discrimination against the poor. Especially socially. Make programs and systems that actually support personal growth. Help create a culture of equity.	There are a number of stellar individuals that professionally put their boots on the ground to make change happen. Support them
Experiences in equity, equitable practice.	Understanding of the role of diversity.	Understanding of inclusivity.	Respect for bipartisanship	Valid lived experience	This committee is an important first step. Acknowledging that the work of diversity and inclusion should be an integral part of supporting the community is so incredibly important. Promoting accountability is also important. Not to say this has not been done, but to make this a cornerstone of the work of this committee would go a long way to increase/resolve community members' perception of our current local government. Promoting transparency would also be important. A key component of trust.	Aside from the development of this committee, I am not certain that I have a clear understanding of what Staunton has done specifically to address equity and inclusion. At least on a broad scale. I know that there are several agencies, organizations, and community stakeholders that have undertaken the process of creating and maintaining practice of equity across our community.
Being fair and open minded	Understanding of community issues	Communication skills	Empathy and experience in DEI	Leadership & policy making skills	Diversity programming and events, include representation of all residents on the boards/councils, talk about it -make everyone feel welcome. It should be included in everything.	Developing the equity & diversity commission.

**Equity and Diversity Commission Survey
Online Responses**

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Not serving in any connected organization.	Have a history of effective leadership.	Not be a member of BLM/LGBTQ.	Effective communicator, with vision.	Ethical and known for honoring their word.	Stop trying so hard to cater to one group that you're excluding the rest of the community.	Focusing way too much on the LGBTQ community and their wants and forgetting that there's other people groups. The city has nothing for teens and very little for families.
Recognizing contributions of diverse populations	Shared experiences with ethnically diverse people	Understanding that all people have equal qualities	Will seek input from underrepresented populations	Adequate skill & comfort in public arenas	Put announcements of commission activities in all media (TV, radio, papers, internet, etc.).	Place poster announcing new commission on prominent billboards.
someone who has been involved in the community	someone who knows the area and not just the Black	someone who knows the City government	someone who will take time to listen to people	someone who is available to meet with people	Staunton has really never given our small Black Businesses any attention and one that I know has been here for 20 years and Staunton has never acknowledged them.	nothing
Excellent communication skills	Connection to local community	Connection and trust from underrepresented groups	Willingness to learn	Open-minded	I would like to hear more about what Staunton is doing for racial equity and reimagining our justice system. Disability inclusion is also crucial right now as a lot of funding has been cut for disability services. The city of Waynesboro and Rockbridge county have entire disability boards representing to their city leaders, but Staunton does not.	I have been impressed by the work of the Staunton school system and independent groups like MBU and Building Bridges for the Greater good.
Empathy	Articulate in describing multiple perspectives	Understands that we all have biases.	Travel to communities different from our own.	Familiarity with history and its complexity.	Expand the schools role in preschool and community programs. Flint Michigan may be a good example of turning schools into community education and support centers. Strengthen public health outreach. It might not hurt to have an international event like Harrisonburg to help people see how diverse our city is.	The recreation programs seem to be a good start. I think the schools are trying but could use assistance.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Worked previously with civil rights organizations	volunteered/worked with the LGBTQ community	Must be egalitarian and against stratification	Must have no racial biases	Have the approval of all local political parties	Egalitarianism not equity. Equity does not stop stratification. Staunton should recognize that regardless of skin color or sexual orientation everyone is equal under the law and no one is a second-class citizen.	Besides this survey and a token gesture of renaming the high school. The city really hasn't done anything of worthy note
Live in a low income community/neighborhood	Make a "low income" wage	Be any race or gender	Want growth and development on west end		Push for more pedestrian friendly walk and bike lanes on the west end, redevelopment of unused buildings	Supporting community garden.
empathy for less fortunate citizens	Demonstrated background of caring for city	Involvement in multiple organizations	No agenda except fairness to all		It takes time and effort to participate. Thus, it needs to be very clear to appointed members that council will take recommendations very serious and try to implement recommended actions	Not sure anything is being done

**Equity and Diversity Commission Survey
Online Responses**

Commissioner Qualifications	<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
<p>Dont pick someone because they are black. NO crazy spending ideas No development minded Honesty NO favoritism</p>	<p>Nothing, you will turn into Charlottesville with animosity, fighting, rude people in stores and traffic trying to make themselves known.</p>	<p>It is fine the way it is, let people be them selves and DONT TALK ABOUT IT. Just let it be natural.</p>
<p>Experience working on a team toward a common goal History of working hard to achieve a service goal Experience living in different areas Open-minded and interested in other's perspective Good communication (written and oral) skills</p>	<p>More community outreach and city funded events for people of all faiths, backgrounds and socio-economic status; create an inclusive fenced-in playground that accommodates those with disabilities; free golf slots and club rental to those below a certain income level; youth activities such as archery, golf, nature walks at MHP, etc. on a sliding scale based on income; Connect the community to the schools; teams and events for individuals with disabilities; disability friendly traffic intersections</p>	<p>I don't know</p>
<p>Transparent Honest Educated Dependable</p>	<p>Have more community involved activities and or functions</p>	<p>Unknown</p>

**Equity and Diversity Commission Survey
Online Responses**

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
At least 35 years of life experiences	Resident of Staunton for a minimum of 2 years	Volunteers for or contributes to 1+ nonprofits	Experience working successfully with all types	Truly respects diff religi and political beliefs	?	?
Understanding of what equity is and its importance	Unafraid of difficult conversations	Strong listening skills	A member of at least one marginalized community	Proven history of advocacy work in their career an	Increase transparency relating to how the City is run and how decisions are made. Hire BIPOC Equity and Diversity Officer. Establish a Citizen Review Board for the Police Department.	Creating the Equity Commission. Renaming the high school.
The Committee itself needs to be diverse.	Professional Background in Equity/Diversity	History of Community Work contributing to Equity	Specific Expertise in Education, Poverty, Race etc	Led By a Qualified, Salaried Equity Officer	Hire a full time Equity and Diversity Officer and form this committee of diverse citizens, professionals, and people who already work towards equity in this community.	Show me the equitable outcomes. We are lacking, statistically, in all the areas SEC measured when we came to you the first time. You need the committee. I am glad we have training for our police officers and an equity plan in the schools. We need more.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Understanding of what equity is and its importance	Cognizant of what systemic racism is and how it im	Understanding of barriers faced by people with dis	A member of at least one marginalized community	Proven history of advocacy work in their career an	Examine City hiring practices, increase transparency relating to how the City is run and how decisions are made and examine data related to equity in the City (such as hiring practices, pay practices, historical access to city resources, affordable housing, etc.) and publish the data publicly	discussing the establishment of an equity committee is a good start. We'll see if it goes forth.
Have experience working with a team	Be a member of an under represented minority group	Lived in Staunton for many years/understand issues	Good communication skills, writing, and listening	Participation in civic groups, church or volunteer	Hire people from all types of backgrounds to city staff. Invite civic group leaders to have round table discussions with city council. Defend all residents' civil rights and discourage discrimination and harassment of all residents.	I've seen some signage around downtown that welcomes diversity, but beyond that I don't know. What is the city doing to encourage equity here?
Courage	Curious and open minded	Bilingual	Strong analytical skills		Get input directly from the minority community, Civilian Advisory Board for the police department	this survey

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Proven history of advocacy work in their career	Desire to work towards increased equity	Strong followup skills	Unafraid of difficult conversations	Strong listening skills	Solicit personal stories from community members to gain a better understanding of how a lack of equity impacts Staunton community members and listen to the responses, Establish a Citizen Review Board for the Police Department, Be proudly outspoken about equity in order to communicate its importance to community members as well as potential job applicants, Acknowledge holidays of all cultures	Asking these questions
Unafraid of difficult conversations	A member of at least one marginalized community	history of advocacy work in their career/life	Understanding of barriers faced by people with dis	Understanding of what equity is and its importance	Increase accessibility throughout the City for people with disabilities; acknowledge holidays of all cultures; and address racial and other microaggressions	I have not seen anything yet. I do see some of the city's leaders trying to hold back progress towards openness and collaborative solutions, however
Bring a diverse perspective	Enthusiastic about creating more equity 2 Staunton	Have first hand knowledge of inequity in Staunton	Comfortable with having challenging conversations	Committed to role as committee member	Create more awareness of the challenges of marginalized citizens of Staunton in the past and presently	The biggest barrier is the denial that barriers exist

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
strong communication skills	member of a marginalized community	not afraid of difficult discussions	creative, thinks outside of the box	understands and works toward equity	Ask marginalized people for their stories, listen and consider them with care, and begin to act upon the thoughts of those effected. Review city data on salaries, race, gender and publish that information for all to consider. Increase access to city resources for those who are not while, middle or upper class individuals.	I really don't see much that encourages equitable outcomes in Staunton, I suppose this survey is a small step in the right (I hope) directions.
Integrity.	Ability to calmly listen and learn from others.	Ability to collaborate with humility.	Sincere interest without a hidden agenda.	Time to commit to the tasks as needed.	Recognize and nurture leadership skills among our current residents then scaffold those skills into DEI leadership roles for the present and the future. Create a DEI Task Force to identify needs, analyze systems, and recommend action steps toward improvement. Appoint a member of each existing city committee and council to serve as representatives on a DEI Listening Team. Include their reports from the DEI Task Force as agenda items on all existing committees and councils.	This survey is a start. If the number of responses is low, that data should serve as evidence of a NEED instead of a sign of a lack of interest. Sometimes, the most important issues exist below the radar of the majority.
knowledge of the history	motivated to make things better				Find out what the disadvantaged citizens need.	Don't know

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Intersectional Feminist	Cognizant of systemic racism and its local impact	Proven history of advocacy work	Not in the “mythical norm” (Audre Lorde)	Member of at least one marginalized community	Increase access to city resources for those who live with disabilities, are elderly, and/or who live in poverty; Solicit personal stories from community members to gain a better understanding of how a lack of equity impacts Staunton community members and listen to the responses; Increase remote participation for citizens in city functions/meetings beyond just City Council meetings; Increase accessibility throughout the City for people with disabilities	this survey felt like a barrier in its design—and initially, I gave up, but then someone said, try again. <sigh> the design of the survey ironically blocks the initiative — which I like. So I’ll say that I like the idea that the town might be trying to do something positive. That it fails in this survey might mean you find better survey makers to help you design something that helps the city sort out its issues with equity? Also this is hugely important work, and the city should keep at it.
Belief in value of social and racial equity for th	Experience working directly with community especia	Experience working with underserved populations	Willingness to listen to community members	Ability to look critically at own belief system	Having a team to look into this would be a great start. I am sure there are an cities who have worked towards this and have things they have implemented. I am sure there are resources out there.	I think the school system has made some really positive changes. Starting this commission is good too.
Proven track record with equity issues	Aware of what is needed in Staunton	Member of the community	Willing to collaborate	Willing to speak up to have difficult conversation	Examine hiring processes, government transparency, priorities in the community, encourage and allow more community/citizen involvement.	This survey shows a move in the right direction. But the city needs leaders that actually walk the walk instead of being all talk.

**Equity and Diversity Commission Survey
Online Responses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Open communication	Active listening	Historical understanding	Trauma understanding	Active community member	More cultural exposure events and discussions	Focusing on equity in schools.
Understand barriers people with disabilities face	Understanding of what equity is and its importance	A member of at least one marginalized community	Proven history of advocacy work in their career	Ability to collaborate effectively	Retain BIPOC led trainers/facilitators to develop a strategic training program for all City Departments, Establish a Citizen Review Board for the Police Department, Increase access to city resources for those who live with disabilities, are elderly, and/or who live in poverty.	I'm pleased that the city of Staunton released this survey, and that they are discussing the establishment of an equity committee. It's also great that remote participation in City council meetings is possible.
Good listeners and communicators.	Cognizant of what systemic racism is.	Proven history of advocacy work in their career	Creative and able to think outside the box		Increase transparency relating to how the City is run and how decisions are made Hire BIPOC Equity and Diversity Officer Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion Establish a Citizen Review Board for the Police Department Invest in affordable, proven community mental health resources Hire more BIPOC for department heads, managers, and other leadership roles	Not much, but this survey and equity commission is a start. Did you give copies of the survey to groups who aren't usually on Facebook or your internet sites? Are you really trying to get feedback from the people affected by this?

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Open to diverse opinions	Compassionate	Gracious	Kind	Educated	Hold public events that encourage the sharing of diverse opinions and cultures.	I'm not sure.
A member of at least one marginalized community	Creative and able to think outside the box	Unafraid of difficult conversations	Understanding of what equity is and its importance	Cognizant of what systemic racism is and how it im	Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion	I do not see much that the City is actively doing in this area. Love to see anything, but as of now I do not.
involved in the community	effective collaborator	able to think outside of the box	effective communicator	open-minded	Increase transparency relating to how the City is run and how decisions are made; increased support for voters and education on issues that are being voted on; increase push on educating community on local elections; increase remote participation for citizens in city functions/meetings beyond just City Council meetings; retain BIPOC led trainers/facilitators to develop a strategic training program for all City Departments.	I am not aware of many actions on the city's behalf to encourage equitable outcomes; I appreciate the opportunity to participate in this survey and have very high hopes for the cration of a equity and diversity and commission.

**Equity and Diversity Commission Survey
Online Responses**

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Education in multicultural Comm, Sociology, etc,	2-5ye exp w/ direct service to Minority population	Background/experience in cultural history	A member of a socially acknowledged minority group	Team Oriented, as this will not be fixed by one	Bringing the experiences and voices of multiple races, genders, identities and financial statuses, to the table as equal weight when making decisions and formulating plans.	Throwing a few hundred throws and dollars into making the west end pretty. Little to actually do with the people who live there.
Proof of attendance at trainings on racial issues	Unafraid of difficult conversations	A member of at least one marginalized community	Strong analytical skills	Cognizant of what systemic racism is and how it im	Hire BIPOC Equity and Diversity Officer and retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion. Examine City hiring practices and pay/salary practices. Establish a Citizen Review Board for the Police Department.	This survey is an excellent first step. But there must be serious follow-through if the city is to be taken seriously. Making and keeping Council meetings remotely available to Stauntonians with the ability to participate. Unfortunately, with those two exceptions I can't think of examples or policy or action the city has taken to encourage equitable outcomes.
Be a member of at least one marginalized community	Past experience in committee work would be helpful	Some history of advocacy/volunteer work	Desire to truly listen to others experiences	Creative thinker	Reach out directly to marginalized communities to gather input on what folks are struggling against/with. Create more transparency in local government. **Increase remote participation for citizens in city functions/meetings beyond just City Council meetings.	Creating this committee seems like a great start! I'm not aware of any other actions or intentions and that makes this committee all the more important.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Represents the entire population of Staunton	Proven background in getting things accomplished	Ability to get along with everyone	Work for improving all neighborhoods	Accessible to the citizens	Look at hiring practices and increase diversity to reflect the population. Allow remote access to meetings and input from all citizens. Increase access to good childcare.	This survey. But it should offer some easier multiple choice answers. Churches are doing most of the equitable work.
Be angry	Have a chip on their shoulder	Be afraid of upsetting any minority	Have no common sense	Believe there are more than two genders	Give more free stuff to us lazy folks	Chasing out people born in Staunton
Be a member of a marginalized group	Clear understanding of systemic racism	Clear understanding of issues related to disabilit	Proven work in the field of equity	Good listening collaboration & communication skills	A LOT!!! Begin with making it well known that's the goal. Then, look at hiring practices, access to transportation and mental health services. Make sure everything is handicap accessible. Have all city employees, police, and teachers get equity and diversity training, including City Council members! Create an equity and diversity position that's well funded and supported. Look into issues within the school system and police dept. Better police training on these and related issues!	Doing this survey

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Educated regarding systemic racism	Focus on including marginalized voices	Track record of equity advocacy	Comfortable with difficult discussions	Self reflective	Establish citizen review board, examine city practices and hiring, focus on including marginalized voices	Remote participation in meetings, sometimes they seek broad public input before making decisions (although often not), this survey is a good start
Residency 10+ Years, consecutively	Not delinquent on any property taxes	Not a felon	Not affiliated with violent extremists	Has completed high-school diploma / GED	Invite all peaceable civic society organizations, or their representatives, together into a forum to discuss what is important from their different vantages; and the certified minutes thereof to become the focus of this commission's work.	Engaging with civic societies.
Color other than white	Ethnicity non Americans decedent	Have a open mind ne partial	White bring experiences from big cities in past	Calm non temperental	Educate themselves from bigger cities like Manassas, Richmond etc.. Learn about Woodrow Wilson Jones act in 1917 and how he made every Hispanic puertorrican a us citizen know that there is more than just a little farm city .	Nothing
Conservative	Good sense of humor	Politically correct	Believes in the tooth fairy	Wears boots	Get over themselves- diversity and equality are buzz words	Providing jobs, good education and social services to fill in the gaps

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Unafraid of difficult conversations	Aware of systemic racism and it's impact	A member of a marginalized community	Ability to collaborate and think outside the box	Desire to work towards increased equity	Hire more BIPOC and LGBTQIA people, examine salary disparities, examine data relating to equity in Staunton	I am happy this survey is being put out
Experience working collaboratively	Excellent communication skills	Active listener	Understanding of what equity means	Equity training	What does this mean? I think that needs to be answered first. Why do we need and desire this type of work?	No idea
Cognizant of what systemic racism is	Understanding equity	Listening and critical thinking skills	Willing to talk through difficult conversations	Proven track record in equity for all Stauntonians	Increase transparency relating to how the City is run and how decisions are made; Establish a Citizen Review Board for the Police Department; hire and maintain BIPOC led trainers/facilitators to oversee city council practices; increase accessibility throughout the city for people with disabilities and/or people without the means to reasonably participate.	Every time I have spoken at a City council meeting, I have felt my opinion is welcome.
Open mindedness.....	neutrality	no socialist agenda	No affiliation with BLM or NAACP		Nothing more at this time--just be fair and open to all	Staunton doesn't need to do anything more
Be a person of color or a differently abled person	Excellent listener	Creative	Open minded		Grants for businesses owned by people of color or differently abled. Make hiring people of color and other abled folks to teaching and education administration positions.	
Understanding of what equity is and its importance	Proven track record of work towards equity in the	Cognizant of what systemic racism is and how it im	A member of at least one marginalized community	Proven history of advocacy work in their career an	Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion Establish a Citizen Review Board for the Police Department Address racial and other microaggressions Examine data related to equity in the City (such as hiring practices, pay practices, historical access to city resources, affordable housing, etc.) and publish the data publicly Invest in affordable, proven community mental health resources	

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Someone not white	Someone who can speak ASL	Someone who isn't a live life resident	Someone from low income	speaks spanish	Stop just hiring white people who are former Charlottesville city employees.	No clue, which is probably not a good thing.
Understanding of what equity is and its importance	Desire to work towards increased equity	Cognizant of what systemic racism is	A member of at least one marginalized community	Strong followup skills	Increase accessibility throughout the City for people with disabilities Retain BIPOC led trainers/facilitators to develop a strategic training program for all City Departments Establish a Citizen Review Board for the Police Department Invest in affordable, proven community mental health resources	This survey is a start
Demonstrate commitment to data driven decisions	Know the fundamental nature of our Constitution.	Strong communication and negotiating skills	Not afraid to stare our actual history in the face	Understand terms systematic racism and equity	In recent years local colleges, universities and other units of government have employed equity officers to direct associated activities. They are a tremendous resource. Invite a few of these folks to speak with city council, the soon to be appointed commission, and the greater Staunton community. To solve such a complex problem as societal inequity requires deep, factual, and honest examination of the problem and of our traditions, myths and attitudes that have supported that history.	Offering this survey is a first good step. Seating an equity and diversity commission is absolutely the right next move. Devising and sticking to a thorough and thoughtful process of seating this commission and supporting its work will provide an opportunity for us to build a new ethic in our community, an ethic that will encourage future equitable outcomes. I am encouraged that the the city now allows remote participation in City Council Meetings. Inclusion of many voices is good.
A member of at least one marginalized community	Will follow through and keep commitments	Proven history of advocacy in career or community	Understanding of what equity is and its importance	Knows what systemic racism is and its impact	Invest in affordable, proven community mental health resources Hire more BIPOC for department heads, managers, and other leadership roles Solicit personal stories from community members to gain a better understanding of how a lack of equity impacts Staunton community members and listen to the responses Establish a Citizen Review Board for the Police Department Be proudly outspoken about equity in order to communicate its importance to community members as well as potential job applicants	I would really like to know because I don't see anything.

**Equity and Diversity Commission Survey
Online Responses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
A member of at least one marginalized community	Strong listening skills	Fluent in language(s) other than English	Understanding of what equity is	Ability to collaborate	Examine data related to equity in the City (such as hiring practices, pay practices, historical access to city resources, affordable housing, etc.) and publish the data publicly. Increase access to city resources for those who live with disabilities, are elderly, and/or who live in poverty. Increase remote participation for citizens in city functions/meetings beyond just City Council meetings.	I'm not sure what Staunton is doing toward equity, beyond this survey
Candidate desires increased equity in Staunton.	proof of advocacy experience	Member of an under-represented community	Awareness of how racism affects Staunton	Good listener	An increased transparency into how city decisions are made and how city is run. Staunton should hire an Equity Officer. Increase city resources to elderly, impoverished, and those with disabilities. Expand remote participation in city council meetings. Thoroughly assess the equity differences in Staunton. Verify that city hiring meets best practices for equity.	I appreciate this survey and that you will create an equity committee to follow up on this concern. Grateful Staunton now allows remote participation in city council meetings.
Cognizant of what systemic racism is	A member of at least one marginalized community	Strong communication skills	Unafraid of difficult conversations	Ability to collaborate effectively	Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion	
To want EQUALITY not Equity					I am totally against this city using my tax dollars by trying to achieve racial equity. To achieve racial equity you have to treat people of color differently than people of other races to achieve equal outcome. This in itself is a racist act and extremely divisive. One's outcome should be a result of the effort put forth in whatever endeavor one is involved in. I am in favor of making sure people of ALL races have EQUAL opportunity in a color blind society. I am for EQUALITY.	

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Proof of attendance at trainings on racial issues	Strong analytical skills	Understanding of what equity is and its importance	Desire to work towards increased equity	Cognizant of what systemic racism is	Increase transparency relating to how the City is run and how decisions are made. Be proudly outspoken about equity in order to communicate its importance to community members as well as potential job applicants. Solicit personal stories from community members to gain a better understanding of how a lack of equity impacts Staunton community members and listen to the responses.	It is minimal at best. Virtually unnoticeable.
Proven track record of work towards equity in the	Willing and able to have difficult conversations	Knows what systemic racism is/its impact	Strong communication skills	Knows barriers faced by people with disabilities	Solicit personal stories from community members to gain a better understanding of how a lack of equity impacts Staunton community members and listen to the responses. Address racial and other microaggressions. Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion.	I honestly don't know how to answer this question. I guess I am encouraged that this survey has gone out and that the city council is taking the steps to examine its own relationship to equity. I pray that this is only the beginning and will lead to wonderful things for our city.
Proven history of advocacy work	Intersectional feminist	Strong listening and communication skills	Understanding of what equity is and its importance	Desire to work towards increased equity	Staunton should: 1. Increase remote participation for citizens in city functions/meetings beyond just City Council meetings. 2. Invest in affordable, proven community mental health resources. 3. Hire more BIPOC for department heads, managers, and other leadership roles. 4. Examine City pay/salary practices. 5. Acknowledge holidays of all cultures.	I am pleased that Staunton has released this survey and that there are discussions about the establishment of an equity committee. I was pleased to see a previous survey related to development in the West End, but did not see any outcomes.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Unafraid of difficult conversations	A member of at least one marginalized community	Cognizant of what systemic racism is and how it im	Understanding of what equity is and its importance	Creative and able to think outside the box	Establish a Citizen Review Board for the Police Department. Retain BIPOC led trainers/facilitators to develop a strategic training program for all City Departments. Acknowledge holidays of all cultures. Examine data related to equity in the City (such as hiring practices, pay practices, historical access to city resources, affordable housing, etc.) and publish the data publicly. Address racial and other microaggressions.	I think this survey is a great start!
Desire to work towards increased equity	Understanding of what equity is and its importance	Member of at least one marginalized community	Proof of attendance at trainings on racial issues	Understands barriers faced by ppl w/ disabilities	Hire BIPOC Equity and Diversity Officer Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis regarding issues related to equity, diversity, and inclusion Increase access to City resources for those who live w/ disabilities, are elderly, and who live in poverty Increase accessibility throughout the City for people with disabilities Acknowledge holidays of all cultures Invest in affordable, proven community mental health resources	Allowing remote participation in City Council meetings Discussing the establishment of an equity committee
Minority representation	Does service work in our community	Class and disability representation			Education for police on de-escalation, disability and race. Some officers are great. But I've been harassed walking my dog while disabled. I've seen SWAT at a 90 year old's house. That's never happened elsewhere. Better training would be proactive.	Individual citizens and council members are working on this. The majority of city council seem more interested in intimidating those not like them.
The ability to discuss with people of different ba	Multiple age groups and life experiences.	Multiple economic backgrounds.	professional backgrounds in conflict resolution.	People who desire to improve Staunton.	Work on hiring to represent Staunton in schools and government.	It is not well known to me. It appears that non-profits are tryin to fill the voids.
Residency	Education	Diversity	belief in need for level playing field	Open attitude	Diversify their workforce. With the exception of clerical jobs that are held by white females, most staff are overwhelmingly White Males. More education is also needed on inclusion and equity.	Not much.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Understanding of what equity is	Understanding of the barriers to equity	Brave and willing to stand up to ugliness	Intersectional feminist and anti-racist	Strong listening skills	Establish a Citizen Review Board for the Police Department, increase access to city resources for those who live with disabilities, are elderly, and/or who live in poverty, increase transparency relating to how the City is run and how decisions are made	Not a whole hell of a lot that I've seen. In particular, there's a lot of systemic microaggressions towards BIPOC folk, those of us in the queer community, and the disabled and poor in the city system.
Sound understanding of the importance of equity	Strong listening skills	Desire to sincerely work towards increased equity	Broadminded with ability to think strategically	Previous experience with advocacy work	Provide diversity, equity and inclusion training for all City staff; make mandatory for all "elected" and public officials. This will help set the stage and set the expectation for all staff and elected. You have to develop a true culture of DEI. Listen and identify how a lack of equity impacts the Staunton community.	This survey and your "intent" to examine and do something is a good start.
A member of at least one marginalized community	history of advocacy work in their community	Understands systemic racism and its impacts	Desire to work towards increased equity	Strong listening skills	Invest in affordable, proven community mental health resources; establish an Equity and Diversity Officer and hire a qualified BIPOC member of the community to fill that role.	I'm pleased to see this survey as a first step, as long as it leads to purposeful next steps and is not simply performative.
Desire to work towards true equity	Good listener	Understanding that barriers to equity exist	Member of a marginalized community	Creative thinker	First, acknowledging that racism and inequities exist by truly listening to those marginalized. Be open and transparent with everyone at all stages of the process to prove a true desire to change and improve equity. Commit to hiring and retention efforts that emphasize recruitment of minorities. Use 21st century HR practices, not the "we've always done it this way."	Acknowledging that inequities exist and forming a committee. However the difficulty of this survey and relying on this sole form of input has me doubting your serious interest in reforming.
Live in city of Staunton	Willing to work with others	Multiple ethnicities represented on committee	Make Equity and Diversity a priority	Open to learn about equity and diversity	Have city council elections by precincts rather than completely open. Too many on council are from similar neighborhoods and similar backgrounds.	None that I am aware of.
Diversity of members	Access for persons with differing abilities				Make city meetings accessible by resuming online participation. Increase transparency of negotiations.	
Desire to work on increasing equity	Fluent in Spanish	A creative person	Someone who wants to improve Staunton's equity	A feminist	They should make a review board for the Staunton police department	Releasing this survey

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Understanding of what equity is and its importance	Proven track record of work towards equity in the	Ability to collaborate effectively	Strong listening skills	A member of at least one marginalized community	Examine City hiring practices Increase transparency relating to how the City is run and how decisions are made Hire BIPOC Equity and Diversity Officer Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion Examine City pay/salary practices Increase accessibility throughout the City for people with disabilities Retain BIPOC led trainers/facilitators to develop a strategic training program for all City Departments	This survey. I think taking away curbside recycling is a huge step backward in terms of equity, access and inclusion.
Strong listening skills	Recognizes systemic racism how it affects communit	Understanding of barriers faced by the disabled	Strong analytical skills	Strong followup skills	Examine City pay/salary practices, Solicit personal stories from community members to gain a better understanding of how a lack of equity impacts Staunton community members and listen to the responses, Increase access to city resources for those who live with disabilities, are elderly, and/or who live in poverty, Establish a Citizen Review Board for the Police Department, Invest in affordable, proven community mental health resources	I'm glad that you have released this survey and are talking about establishing an equity committee. I'm glad to hear that you're allowing remote participation in City Council meetings.
Proven track record of work towards equity	Desire to work towards increased equity	Cognizant of what systemic racism is	Understanding of barriers of ppl with disabilities		Establish a Citizen Review Board for the Police Department	I'm pleased to see this survey, for one!

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Ability to listen to and respond thoughtfully..	Pragmatic: willing to evaluate actual experience.	Non ideological	Humility: willingness to recognize one's conceits.	Appreciation of the uniqueness of each soul.	Return to a focus on Dr. Martin Luther King's message that stresses our common humanity. Work to increase an awareness that recognition of our shared values builds the confidence required transcend the natural reluctance to reject others. Diversity is a fact of life, not a goal.	I do not know.
Compassion	Experience volunteering with the underprivileged	Communication and mediation experience	Experienced budget and financial planning	Transparency in all actions	Develop free community spaces in the west end for gatherings, activities and classes	Nothing that I know of. There are private groups working to create more equality but Staunton city isn't the catalyst
A commitment to furthering equity within Staunton	Knowledge of historic inequities that still impact	Ability to see diverse perspectives	Collaborative	Advocacy skills	Staunton should examine all of its systems and processes - from hiring and salaries to accessibility - through the lens of equity, diversity, inclusivity, and anti-bias. Based on findings, changes should be made.	The formation of this committee and the taking of this survey is a good start.
From marginalized groups, BIPOC, disabled, LGBTQ	Be able to work in completely non-partisan way.	Experience working with community organizations	Must understand meaning of equity/inclusiveness	Able to listen to each other and community	Hire an equity/diversity officer who can help the city examine hiring practices and look for ways to change them to encourage more diversity. The city should look for ways to increase accessibility for individuals with disabilities. City Council should make equity/diversity an agenda item for discussion at every council meeting. Perhaps they could have speakers or individuals from marginalized groups speak at meetings.	The ability to participate remotely in City Council meetings is extremely important. Maybe this could be extended to other meetings, as well. A few years ago there was discussion of increasing the availability of affordable housing, but I'm not sure if this is an ongoing project. There was also talk of having children attend elementary schools not by neighborhood, but have schools divided by grade. What happened to this idea?
Excellent communication skills	Good collaboration skills	Understand what EQUITY means	Desire to improve equity in Staunton	Understand systemic racism and its impact	Examine current hiring policies Establish greater accessibility in the city for the disabled Hire BIPOC Equity/Diversity officer	This survey is one small step. Allowing Zoom/remote participation to meetings is also a step in the right direction. However, there is MUCH more that needs to be done in the area of equity.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Should represent various minorities in city	Understands , committed to implementing equity	Effective collaborator	Experience getting things done	Bold re: facing difficult conversations	City council and committee members should be outspoken in support of equity and diversity. Then practice it , in hiring for city jobs and increasing publicity of and access to city resources for those who live with poverty, disabilities, old age, racial/ethnic discrimination, and mental illness.	I'm not sure - being willing to start this commission is a really good step that I hope will result in an effective commission that the city council will take seriously.
Understands systemic racism	Familiar with disability challenges	Can empathetically listen to difficult things	History of advocacy work	Strong communication skills	Increase transparency, admit weaknesses, deal with stories of racial microaggressions, improve opportunities for remote participation	Allowing community gardens, Montgomery Hall park Juneteenth celebrations, pride day (doesn't directly promote equitable outcomes, but encourages the openness and listening that might get us there)
understand what equity is and why it's important	understand systemic racism its effects	ability to collaborate effectively	proven advocacy work in the SAW community	strong listening and communication skills	Increase transparency relating to how the City is run and how decisions are made, including hiring practices and city pay and salary practice. The city can also increase accessibility throughout the city for people with disabilities. Additionally, Staunton can invest in more community mental health resources that are affordable, accessible, and effective.	I am unaware of anything Staunton is doing to encourage equitable outcomes in our community.
Track record of work toward equity in community	Intersectional Feminist	A member of at least one marginalized community	Knows what systemic racism is and it's impact	Ability to collaborate effectively	Retain BIPOC led trainers/facilitators to train City staff on an ongoing basis on issues related to equity, diversity, and inclusion. Increase accessibility throughout the City for people with disabilities. Establish a Citizen Review Board for the Police Department. Hire more BIPOC for department heads, managers, and other leadership roles. Address racial and other microaggressions. Increase remote participation for citizens in city functions/meetings beyond just City Council meetings.	I don't know. That's part of the problem. If there are already steps being taken toward equity in this community, they are not being touted loudly or proudly or frequently. Do better.

**Equity and Diversity Commission Survey
Online Reponses**

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
History of addressing equity and diversity issues	Ability to listen to and understand other views	Understanding barriers faced by different people	Belong to a marginalized group	Desire to improve equity and diversity in Staunton	Establish a citizen review board to address policing issues, promote access to city resources for those who are struggling (elderly, poor, disabled), review city hiring practices and modify if needed, review city pay/salary practices and modify if needed, hire an equity/diversity coordinator.	The fact that Staunton is considering establishing an equity/diversity commission is a start. Having citizens be able to participate in council meetings remotely has been helpful.
able to articulate equity issues for our city	able to listen/"hear" diverse points of view	knowledge of historic/systemic racism	experience/practice with equity training	knowledge of lack of diversity in our city	promote more transparency in our gov't decision-making practices Hire equity officer/committee. improve diversity in governmental hires. invest in mental health services. equity training for ALL gov't employees.	Staunton has equity training for city manager...need regular updated training for all city employees, including city council, police dept and school system.
aware of barriers faced by low-income citizens	aware of barriers faced by people w/ disabilities	willingness to listen to constituents	values equity as well as equality for minorities	commitment to environmental initiatives	Hire BIPOC equity and diversity specialist, and examine the city's hiring practices. Work toward reviving traditionally Black areas (e.g. encourage more businesses to open on West Beverly Street, improve public transportation so people can access those businesses, and encourage more Black-owned businesses downtown).	Allowing remote participation in city council meetings. This is an important step toward being inclusive of people with health challenges and barriers such as lack of transportation (which is tied to socioeconomic and disability status) and people with various physical and health-related challenges.
A passion to create an equitable Staunton for all	A member of at least one underrepresented group	Good communication and conflict resolution skills	open- minded	Collaboration and teamwork skills	Make a strong public commitment to equity and diversity, and then create a plan for improving equity and diversity that includes both immediate and long-term goals and a strategy for assessing outcomes.	Providing remote participation in City Council meetings; working toward establishing a Diversity and Equity Commission.

**Equity and Diversity Commission Survey
Online Responses**

Commissioner Qualifications					<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Represents a underrepresented demographic	Strong listener and communicator	Knowledgeable and informed	Acknowledges existing inequity issues	Involved in the community	Much of the work needs to continue in schools both in addressing inequitable treatment of students and increased diversity in hiring. The city council also needs to be less blatantly partisan and more welcoming to hearing from all members of the community.	This survey and equity committee is a good start.
					Parks & Rec from Montgomery Hall Park should start including more Christmas light displays in comparison to Gypsy Hill Park. What they display is not enough. We want Montgomery Hall Park to be an added attraction for the City of Staunton during the Christmas Season by next year	
commission diverse, racially, gender, social class	deep knowledge of staunton	at least 1 member who can design research / implem	dedicated team player, commit is to community	represent different communities within Staunton	procure and distribute appropriately small business startup support to African American community, as well as to lower middle / working / working poor	

**Equity and Diversity Commission Survey
Online Responses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
An under current of racism	Establishing this commission	schools	city hiring practices	equitable policing practices		
Old-school thinking that white men should control everything		teaching respect and inclusion of ALL in schools	Hiring a diverse workforce at ALL levels	Teaching civics classes in ALL grades	Tout past successes and achievements of ALL	Treat ALL orgs like NAACP with utmost respect
I'm feeling a barrier. Because I don't know exactly what you all are talking about. I read the resolution and found it full of clichés and very vague. I don't think people will understand what is at odds here for individuals and groups.	Good question. First of all you have to determine examples people are talking about when they feel like they have not experienced diversity and or equity. Then you have to determine if it's really a problem that involves diversity and equity. If it does it seems you have to get to the core of the problem which more than likely is human behavior and prejudice. Those are tough nuts to crack.	Defined the problem more clearly	Determine if a commission will make a difference.			
Division and hatred. Hakes it hard to come together.		Listening to many view points	Baseline data	Communication and transparency		
We must acknowledge systemic racism and the ways white people benefit from racism unknowingly, thereby being inadvertently complicit in its continuance. We have a lot to learn. We must listen. A lot.	City workers demographics, job posting locations (are they accessible?) non-violent inmates, local addiction and recovery programs and their success rate, job training postings.	Listen to people of color.	Listen to people of color.	Listen to people of color.	Listen to people of color.	Incarceration rates and addiction recovery
City council and general culture	Accurate record keeping and reporting	Biases in services delivered	Hiring and comp	Police police police	Community support - mental health	Schools
Money, willingness to think out of the box, inherent racism that is continuously denied. Lack of education. Must encourage teaching our true and honest, brutal history of slavery, Native Americans, etc. not the stories we were told as children.	Schools, jobs, civil engagement improvements	School system equality, educational honesty	Civil engagement, bringing diverse festivals	Arts		
Lots of white people in places of power, centering themselves in issues; low wages in service industries	Surveys targeted at the underserved populations of town - West End, Booker T school area, service industry, non-English speaking citizens	Diversity in policy makers	Barriers to voting/elections	Bridging the digital divide/broadband access	Mental health resources/support	Reviving/support for low income neighborhoods
People who benefit from the status quo or who cling to their preconceptions/world view.		Make school access equitable - integrating schools	Diversity training for all employees	Uncovering unconscious bias	Ensuring POC are welcome at all events	

**Equity and Diversity Commission Survey
Online Reponses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
The loudest voices in the room aren't always offering the best solutions. Continue to hire the most qualified person as determined by their application and interview.	Turnover rates of Staunton employees as opposed to other small cities in VA	the goal that the most qualified staff are hired,	select a sunset date for the commission	work with MRRJ to increase work release programs		
Resistance to public input, lack of clearly stated outcomes. Training for staff and discussion with residents are a good start, but if they don't translate to improved quality of life for Staunton residents they mean little.	I am not a Staunton resident in need of improved equitable outcomes. Again, you need to solicit input and data from affected community members. Their input will be vital to this process.	Housing	Mobility	Food access	Access to city services, including mental health.	Criminal Justice
Past inequities and people not wanting to address the past, like the segregation of the parks. Many people are alive today who remember not being allowed to go to GHP. But our community revolves around GHP! Where does that leave them? The effect of jail/prison on poor people...some have to pay to be in jail. They come out with few resources. How are they going to fit back in to society under those conditions?	arrests, interactions with police, who goes to diversion programs, suspensions from school, home ownership, graduation rates, children moving in and out of schools, people held in jail before a trial,	Use the library as a community center for outreach	Encourage minority owned business to create buy-in	Improve school quality	high quality training for police and courts	check out Theory of Enchantment diversity training
The anger and divisiveness that is now part of our culture.		educate preschool/elementary school	clinic to remove racist covenants on titles	identify all local and state laws that are racist	pass resolutions to remove these racist laws	
Staunton is a fairly homogenous city so people from diverse backgrounds might not feel they fit in. There are some Staunton residents who are not comfortable with people with different skin colors. Staunton like many southern communities has a history of racial discrimination.	City employment figures and school attendance figures might be useful.	diversity education in local schools	housing and rentals affordability	Promoting cultural festivals	Public murals showing diversity	marketing Staunton showing diversity
White fragility - those traditionally centered being resistant to change or critique. Support from leaders. Funding. Embracing recommendations from DEI consultants. (Having DEI consultants in the first place!)	Housing breakdown: What disparities exist in residential occupancy in terms of racial, income level, age, disabled persons, gender, education? Own versus rent. Rental rate. Rental pre-requirements. Employment: Wages/Income in relationship to race, , age, disabled persons, gender, education.	DEI edu in schools, city government, community	Housing	Employment	Municipal Services and accessibility	Representation

**Equity and Diversity Commission Survey
Online Responses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
Lack of leadership opportunities for minority community members.	Don't know.	Educational inclusion.	Employment	Voter registration	All diverse community representation	Include more young Community representatives
The seemingly racist and ableist mindset of the council majority is not helpful. The lack of diversity in our city and school employees preserves an old south feel and may leave people questioning if they belong here. It's like the effects of segregation still linger here. Like no effort has been made by white people in power to invite and embrace involvement by Black and Indigenous people in city affairs. There are decades of trying to ignore a painful past that must be worked through.	Annual breakdowns of city school staff demographics Annual publication of arrest demographics, accompanied by mapping which areas are most patrolled and neighborhood demographics An easy way for those needing accommodations to record when and where these needs were not met Income, homeownership, health/access to healthcare, happiness, life expectancy, level of education, participation in elections, eligibility to vote, Individual experiences. This is cannot be simplified to data.	Ask BIPOC, LGBTQIA, disabled what they want	ADA compliance and accessibility/accommodations	Assess and redesign policing strategies	City employees who reflect Staunton's diversity	Reparations
Politicos that seek to divide	A well-publicized city website of standing surveys nominated by the commission and for our citizens that can trigger a petition requiring council response—or even ballot referendum—depending on thresholds of participation.	Immigrants & Refugees	VSDB Community & other disabled citizens generally	Elderly, especially impoverished	Religious minorities such as Jews & Muslims	Veterans & their families
A relatively modest number of students going on to post-HS education, whether it be a 4 year college, community college, or technical school. As a result, lower incomes and lack of affordable housing negatively affect their economic and social status, as well as their ambitions.	A demographic survey of all public and private employees in the city that shows their age, gender, race, and highest level of education achieved.	Research the best practices of cities our size.	Proactive outreach to disengaged communities.	Invest in more robust career counseling services.	Publish all opportunities for civic engagement.	Examine recruitment policies and practices.
Fear of change and an unwillingness to deal with difficult issues like race.	The diversity representation in government, schools and in local businesses	Hiring diverse talent	Uncovering evidence of structural racism	Appointment of an independent diversity expert	Developer a comprehensive plan with timetables and	Constantly improve based on experience

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<p>Defensiveness and denial of some leaders. Lack of participation in city government. False perceptions and ideas. But these aren't really barriers, if people are willing: to listen, to try to understand, to cooperate, to change, to examine themselves, to have empathy, to spend time, to seek training and information from reliable sources, to try and fail, to foster a formal intentional process, to reach out to the community - talk to them where they are not just hope they come to meetings</p>	<p>Periodic community surveys and public meetings to record input from residents. Affordable housing data. Voting data. Demographic changes. Job/employee statistics.</p>	<p>Normalize conversations about race and equity</p>	<p>Organize for racial equity</p>	<p>Build organizational capacity within government</p>	<p>Engage communities to advance racial equity</p>	<p>Engage communities of color</p>
<p>Lack of diversity in makeup of council. Not encouraging a free exchange of information and ideas during council meetings - there should be a question and answer period, where the public can get answers from council when they don't understand why certain decisions were made.</p>	<p>Monitoring outcomes. When something is referred to the proper person or department within city gov't, follow up with both the citizen and the employee assigned to interact with the citizen. "Was your issue resolved to your satisfaction? If not, why not?"</p>	<p>Funding allocations that lift up poorer citizens</p>	<p>Policing oversight</p>	<p>Inequities in education</p>		
<p>Racial, ethnic, and political divisions that equate diversity and equity with favoritism.</p>	<p>Work force composition. Promotion patterns. Disciplinary records. All these by those areas where the city seeks equity and diversity.</p>	<p>School system</p>	<p>Police force</p>	<p>Fire department</p>	<p>City Hall</p>	<p>City Council</p>
<p>The city council and white supremacy rampant in this area.</p>	<p>Data on the diversity of key jobs in city government; data on interaction between police/sheriffs and members of minority communities.</p>	<p>Police/sheriffs relationships with and attitude</p>	<p>Equity in selection for jobs, esp. teachers</p>	<p>How Staunton can be a welcoming community</p>	<p>Addressing issues white people want to ignore</p>	<p>Assuring that real history is taught in schools</p>

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<p>Staunton must have the will and conviction to go the distance to make it a diverse, equitable, and inclusive community where all citizens have the opportunity to live a quality life and contribute to Staunton being a preferred city to live and progress.</p>	<p>Minority Homeownership; high school graduation rates, HS students going to college/trade schools; drop out rates; reading, math, scores elementary, MS, HS; median household income; poverty rate; unemployment rate; affordable/available housing; hiring stats of majors employers; access and availability of health/mental health services; range of recreational venues for various age groups; average cost of daycare and range of childcare services; transitional housing for Valley Mission clients;</p>	Employment	Housing	Education	Poverty	Mental Health/Health
	<p>I cannot answer this without your definition of equity and diversity in the community. You have to set objectives and then define ways of quantifying them. Is your goal really diversity meaning a different balance of race or gender?</p>	Collect and evaluate existing data and reports	Define objectives for community	Investigate experiences of other communities	Hold hearings to hear from community segments	Structure a report with recommendations
<p>The majority of Council aren't aware that it is an issue and/or don't seem to care. Also, the City is extremely segregated and there are not as many places as there should be where everyone is comfortable to eat, shop, recreate.</p>	<p>Citizen input is essential</p>	Address concerns about micro aggression in town	Work with local business leaders	Engage MBU students and faculty	Engage local educators	Engage local orgs concerned about equity
<p>We need to respect one another and don't need another commission!!!</p>		No commission	No commission	No commission	No commission	No commission
<p>Most people in leadership on city staff, government, school leadership, and boards/commissions are white. Equitable outcomes can't be achieved if we're perpetuating and upholding systemic racism and oppression. Your HR guy? Yeah, start there.</p>	<p>Stats from school district, percentage of BIPOC staff members in all departments of city staff, data on income and housing stats from within the city, data on disabled community members and accessibility.</p>	Increasing diversity in govt	Increasing diversity in staffing	Increasing accessibility	More visible messaging re: equity from city govt	Increasing diversity on boards/commissions

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<p>Poorly performing public schools. Onerous zoning and historical preservation laws that make it expensive to renovate or remove dilapidated properties. These cater to the desires of the wealthiest and most privileged members of the community while making it difficult, and at times even prohibitively expensive, to revitalize neighborhoods that have gone downhill. Crime and substance abuse/mental health issues. I live near Valley Mission and lots of people aren't getting the help they need</p>	<p>Pro-actively engaging with the people you are trying to help Assessing the impact of city regulations with respect to forming new businesses, educational opportunities, and revitalizing neighborhoods.</p>	<p>Improve sense of community</p>	<p>Job growth and new business formation</p>	<p>Education</p>	<p>Fixing depressed neighborhoods & infrastructure</p>	<p>Crime, substance abuse and mental health issues</p>
<p>This survey is a barrier. Only those who have internet access it and those who feel comfortable typing long sentences will complete this survey. Is this survey being taken to low income housing developments? How will people with disabilities access this survey? A multiple choice or likert scale survey would of been best. You will never get a true picture of the needs of the Staunton community with this survey.</p>	<p>Employee diversity. Diversity in business ownership/minority owned businesses. Diversity in professionals (doctors, mental health professionals).</p>	<p>Revitalizing the West End of Town</p>	<p>Increase/attract/retain black owned businesses</p>	<p>Increase/attract/retain black professionals</p>	<p>Implicit bias training for all employees</p>	<p>Look at city data and note inequities</p>
<p>When Political ideology and partisanship blind people to humanity, compassion, and basic decency it is difficult to make headway in areas where people are "different." Staunton was a better place before it brought state and National political allegiances into the local community where we don't vote on or deal with those state and local issues anyway. So let go of the National scene and re-focus on Staunton life. Not enough outreach to the poor.</p>	<p>Ask the experts.</p>	<p>Hiring</p>	<p>Programming (like parks and rec)</p>	<p>History (tell bigger Staunton story, scars & all)</p>	<p>Economic paths to betterment for the poor</p>	<p>Healing — bringing people together</p>

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Define "equitable outcomes". I do not believe Staunton has the ability to provide such. However, there may be things that could be done by Staunton to provide more "equitable opportunities". This I heartily encourage.	Oh my, what an open-ended question! All sorts of data on neighborhood population, economic condition, school coverage, school test results, city budget/expenditures, etc. How can you ask such a broad question?	Taxes	Facilities	Services	Education	Employment
Staunton City Council members continuously delaying actions	Having welcoming and open activities to the public.	Equity and Inclusion	Racial and cultural input	Leadership representative of cultural groups	Knowledge of various cultural groups.	History of all groups in the population
The political climate affecting us all, as America is now in a cultural civil war in which lies and misinformation and hate abound in order to support a political party's point of view.	Income, housing, academic achievement, equal funding to all wards in the city, public pronouncements and visionary programs that embrace, encourage, and enhance unity over division.	Education	Hiring	Housing	Public relations	Government appointments
The law protects and encourages equal treatment of all people. Trying to achieve equal outcomes is contrary to the law.	None	I am not in favor of such a commission				
There are certain city council members that are MAGA supporters that need to resign as most MAGA supporters don't believe trump lost.		Equal opportunity for city jobs of minorities	Encourage the Augusta to adopt transgende bathroom	Get rid of anything with civil war names on them		
I am not familiar enough with Staunton's efforts to comment.	Incarceration rates, with demographics and specificity of crimes; demographics of ALICE population in Staunton; graduation rates with demographics; employment rates with demographics; demographic reporting of clients served by agencies and organizations in Staunton; visually representing how much tax dollars are spent in each neighborhood; surveys measuring citizens' satisfaction with city government, services, agencies, etc (ie police).	Identifying historical harm and trauma	Reparations for historical harm and trauma	Asking marginalized communities what they need	Working with communities to deliver what they need	Centering the voices of the marginalized in this
City Council members currently do not reside in the West End - establish geographical City Council residency requirements	Start with a simple spreadsheet and/or challenge dashboard outlining challenges, low-hanging fruit, opportunity areas, tracking progress and accomplishments against each challenge	Distinct diversity challenges of each City area	Special focus on lower-educated residents' needs	Educate area residents on the challenges - news	Advertise successes/progress as commission advance	Identify the real, priority issues as a first step

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Not all people are allowed to be open and be who they are. There is no public forum to express opinions without the venue turning ugly. Everyone should be able to voice their opinion without being threatened or belittled. Quit erasing history. Learn from it.	# of events directed to specific groups (LGBTQ, etc) vs. # of events directed to the community as a whole cost comparison for each event collect initial data on subdivisions within the city: crime rates, graduation rates, community events, tax rates, population rates including subgroups of populations; monitor the data annually for equity	Promote equality for all peoples	Remove terms promoting inequality	Promote free speech and assembly for everyone	Offer activities to bring the community together	Limit activities geared towards one specific group
attitudes of people who don't have problems with this.	don't know	equality of opportunity for work and housing				
There is still a divide between neighborhoods, students and citizens need to feel as though they are as valuable as any other citizen. I also see some explicitly racist activities that further the divide—trucks going around the park with the confederate flag should be stopped; it is not freedom of speech to openly intimidate people of color. We need to acknowledge that we inhabit the unceded territory of the tribal nations our land belongs to at EACH public meeting.	evaluate historically redlined neighborhoods to assess educational outcomes, environmental factors, access to transportation and healthy food/activities. Create opportunities—transportation, reporting initiatives to address discrimination, create a blind hiring system that only considers education/training.	Hiring	Social Justice	Fair elections—access to voting (precinct balance)	Community input	Bystander training
I see a lack of trust in the work of our population to achieve goals together.	Jail/prison population by race, hospitalization by race, employment by race, church membership by race, participation in elections, etc.	Schools: faculty diversity, student involvement.	Community help promoting Staunton's diversity	Work together on wellness and fitness.	Work with existing community organizations	
Small percent of persons of color as residents	Spanish language speakers w city and schools jobs	Spanish language				
Old established neighborhoods are very tightly knit. Social change is hard to come by in some neighborhoods.	I am not qualified to answer that.	Bring church leaders in on decision making.	Teachers need to model loving controlled behaviors	We are all human beings. Let's start with that.	Wisdom is tantamount in creating connections.	Smile more!!!!

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<p>Difficult to say. Hiring from within or only those who are “born and raised” is always an easy way to indirectly put yourself in a never ending cycling of same-same. Asking outside parties is always helpful to maintain a full picture of our community’s happenings, but there is less red tape to make changes when, for example, a city planner, city manager, or other key staff represent and have other views and experiences and can make quicker decisions that benefit DEI progress. If that makes sense</p>	<p>Identify historical inequalities that prior generations put in place that still affect our minorities communities. Reach out to nearby municipalities who have already put in some work in DEI, review their data and see what could then be done here. Better partner with area non profits who do works for minority groups, review the changing census data for the last 20 years for Staunton, the county, and our region to see how our demographics are shifting. I don’t know what else.</p>	<p>Building better bridges in our black community</p>	<p>Acknowledging our disable community</p>	<p>Supporting the growing Latino population</p>	<p>The LGBTQ+ community</p>	<p>making systematic racism unwelcome</p>
<p>Conservative and religious white demographics, confederate mythologies & pride, fear, disenfranchisement in government and society, lack of education about race, diversity, and real history, lack of opportunities and safety for all people.</p>	<p>demographics, better understanding of peoples lived realities and challenges, who is hired</p>	<p>self-study & focus group</p>	<p>research best practices, initiatives, consultants</p>	<p>policies, education, incentives</p>	<p>secure funding for infrastructure, action grants</p>	<p>support services & opportunities 4 diverse people</p>
<p>Our city council does not reflect the diversity of Staunton. That is a big barrier to minority voices being fully heard and understood. It is a good step however that this Equity and Diversity Commission is being formed.</p>	<p>I am currently doing English tutoring with a refugee from El Salvador. She and her husband and children live in Staunton, they have been here two years are here legally and are applying for asylum. They are living under the radar as far as local assistance goes. I gave them info on 911 and Medicaid, and took the wife to Urgent Care when she injured herself . We need data on people like this living here who have little support, so that they can more easily access resources and integrate faster.</p>	<p>Reachout to immigrants and refugees</p>	<p>Mentoring minority candidates for public office</p>	<p>Diversifying the teaching staff at our schools</p>	<p>More cross-cultural events</p>	<p>Ensure our laws are equally enforced</p>
		<p>Diverse city work force</p>	<p>Park events that attract diversity</p>	<p>Best practices to deal with hate speech</p>	<p>inequities in loans for homes</p>	

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Elected officials being close-minded and “out” for their own interests that belie non-partisanship. It was extremely disturbing that the town council couldn’t even sit together during lunch at their retreat. This was not a propitious start.	I don’t feel qualified to answer this question.	Inclusive participation	Visibility of the commission	News coverage of commission activities	Transparency	Continuing input from community
It’s in the South. It’s hard to draw people of diversity to a small Southern town.	Merchant data (see above), MBU retention rates (50% people of color), % of people of color interviewed for city positions and school division positions,	Hiring practices in the city (and county)	Increasing diversity workshops with school petsonn	Increasing diversity offerings for children/parent	Redistrict schools to redistribute wealth and need	Increase social opportunities across neighborhoods
Why do uneducated people assume that this goal is necessary, particularly at the local government level? So Staunton local government should have more power to take away freedom or income from responsible residents to give to others; Really?? Who designed this survey anyway? Your assumptions go against all basic knowledge of survey research; this is an insult to most educated individuals.	What a very scary assumption. This has nothing to do with local government services and everything to do with radical leftist flavors of the month. It is a complete insult to anyone who is beyond a two figure I.Q.	focus on encouraging personal responsibilities	don’t have children unless you have a high school	degree and are married	Encourage a strong work ethic so Latinos don’t	take all the jobs
Homogenous good ole boy culture, lack of openness to explore full history, and underground networks and politics that retain oppressive powers	Benchmarking data from other cities same size work on DEI initiatives and changes Community polls on acceptance with equity diversity and inclusive practices Normative Data and positive outcomes	West end Staunton	Communities of color	Religious diversity and inclusion	Support immigrant & out of areachoose to resettle	Improve Access to financial aid and support
The current political climate is such that no one listens to another. There is also so much misconnception about CRT which has been made to be a political hot-topic. I honestly do not believe that minds can be changed.	You can start with the number of incarcerations and school suspensions of minority and vulnerable populations. You should also include the rather large Deaf population for input on communication barriers in the city. I’d also include those with physical and mental health issues to see how they are included in the city’s government process and simply getting around the city.	education on DEI	participation in public service			
An old school, all-white, privileged city council	An interface protocol for data systems to share information amongst silos of service providers.	Hiring, especially for higher management position	The jail	Booker T Center	Housing	Mental Health

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Systemic racism; special interest groups who are more interested in power and their profits than serving citizens; political leaders who are "bought" by special interest groups	number of homeless; number of affordable housing units; data from schools on children who are food-insecure; local unemployment rates	Affordable housing	Accessibility for people with disabilities	Promoting diversity in the local workforce	Creating safe school environments	Promoting diversity in City government
Polititians and division	The community leaders would know best.	Bringing people together.	More diverse police department	Politicians need to stop being decisive.	More Community Input	Have the board a mix of all folks in the community
Closed minds Fear of change Fear of losing power Political bias Not involving all groups of citizens in planning, Including teenagers and college students.	Survey through the churches, designed and distributed by the ministry. Survey through LBGQT center.	Housing	Transportation	Open-minded , committed City Council	SDDA planning inclusive programs/events impetuses	Competitive grants to encourage group involvement
Visibility in the downtown. More access to marginalized business owners and immigrants.	Tracking Use of space in downtown harrisonburg, who owns spaces/who has access/uses spaces.	gender and sexual expression diversity	Racial diversity	immigrant resettlement programs	Critical Race Theory education for the public	more opportunities for marginalized business owner
The history of southern influence, neighborhoods, schools Bessie vs mcswain, barriers of confederate flag being considered history instead of sending a bad message.	Elementary school diversity, business owner diversity records,	Schools	Businesses- Beverly and warf	Parks	Real estate	Programming- festivals, etc.
- existing culture and reluctance on the part of individuals to actually examine their attitudes - tendency to hire "folks like me"	#NAME?	city employees	recipients of city services	allocation of city resources to encourage diversit		
Need for a clear mission statement for both City Council and City Staff that emphasizes how and why Staunton actively promotes and supports equity and diversity; need to overcome negative and mistaken associations with diversity; finances ---- need to allocate and in some cases raise funds in sensible and fiscally responsible ways that raise-up the whole community (ie. equity)	There should be at least one formal annual report issued by relevant City Staff --including City Schools --that is given to the Mayor and City Council. In turn, this should be made fully available to the public using diverse media. Both groups should dedicate at least two workshops each year to address equity and diversity goals and concerns.	Support for Minority owned businesses/entrepren eur	Coordination with cultural/faith-based groups	Help Create an Annual Report for the City	Study housing issues related to equity	Promote voting and other forms of public service

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Perhaps if we were to look at some of the city laws, zoning procedures, economic development, education, public safety, housing, we would be able to identify systemic barriers to achieving equitable outcomes. Why are some elementary schools in the system struggling where others are not? Does it have to do with the neighborhoods from which the students come? There may be barriers to equitable outcomes found in where people can afford to live.	First we must understand what equity and diversity would look like in our community based on our demographics. Once we know that, we can collect and review the data to see where we are which helps us to know where we need to go. Data would include examining neighborhoods and how they came to be, schools and why some are doing better than others, incarceration information, enforcement of city laws, zoning policies, number of minority owned businesses in the area, etc.	Systemic policies working against equity/diversity	What is equity for the city & how do we measure it	How diverse are we and how do we measure that?	How do we increase diversity in city government?	Better publicize what the city is doing ie surveys
Small mindedness	# of voters, volunteers, committee and commissions.	Inclusion	How to get involved	Diversity coordinator	Meet basic needs- housing, food, health, education	
Re disability equity, Staunton needs better access to public spaces. For example, the front door to City Hall should be unlocked for entry during evening hours for City Council meetings. More handicapped parking spaces on side streets near Beverly because when it's closed off, there's no place near by to park. Benches downtown and at the wharf and other places like Barrister's Row and Central Ave to sit down. Accessible Pocket Parks. Shelters with benches at bus stops, picnic tables at the Hub..	Idk. Ask them at VDSB and Woodrow. They have libraries and librarians with lots of information re disability community. Voting data; MRRJ data, and incarceration rates across populations; how many homeless people and who are they; how many people use the Food Bank and pantries; how many children are suspended from school and who are they; how many people use the golf carts; how many Latinx and Black and Asian people are on Boards and committees; who gets mortgages; who uses the parks.....	Racial equity in City government and agencies	Disability equity, accessibility, universal design	Income equity	Housing equity	Education equity
A failure to understand white fragility and racism.	Climate survey/ Open forums/ Focus Groups	hiring practices	education	cultural competency training for employees	grant writing/funding for outside facilitators	programming
Ignorance, misunderstandings, grandstanding -Can the ignorance displayed by many re: the systemic racism faced by People of Color every day of their lives be cured? -There are not enough anti-racist efforts ("anti-racist" = seeking actions to actively fight against racism rather than passively claiming to be non-racist). -City Human Resources should not be involved in this selection since they have had decades to advance this agenda and they have not!		Hire an Equity Officer who then chooses Commission	Communication w/ the diverse Black Community	Work w/ BTWHS Alumni on current & future projets	Budget funds for BTWHS upkeep & renovation	Re-establish BTWHS as a vibrant Community Center

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<p>(1) A lack of awareness - for many City leaders and residents - of the underlying systems that fuel disparities in health, education, employment, small business development, and income. (2) Resistance to accepting the inherent worth and dignity of every human being, independent of their race, ethnicity, gender, sexual orientation, sexual identity, and ability. (3) The national politicization of issues of equity and diversity.</p>	<p>(1) Surveys of each impacted community regarding their experiences of inequality and discrimination, and their ideas for policy development. (2) Collect data on disparities in education, employment, unemployment, income, homeownership, small businesses ownership, and representation in City government. Then design policy legislation to address those disparities.</p>	Research disparities for each impacted community	Social and racial equity training for City leaders	Community equity and diversity education	Community input for an equity policy	Create equity and diversity policy legislation
<p>It seems perhaps City Council doesn't want to hear from their residents about the various issues. Eliminating dial-in comments from council meetings prevented the disabled community from expressing opinions. Eliminating curbside recycling pickup prevents elderly and lower-income residents from participating. Increased tax rates causing gentrification. Low pay rates for city employees (not in management) keeps Staunton at or below poverty levels</p>	<p>This survey is a great start but did it reach the lower-income folks, the folks who can't access internet, the elderly population who can't see it? The census has information regarding income and poverty rates for each city: is Staunton paying their employees fairly or are they moving for better paying jobs? Are taxes too high or are people leaving the area? Can single people afford housing and childcare? CAPSAW usually has surveys as well. Keep asking the residents who need the help!</p>	Disability services	mental health services like Shenandoah Clubhouse	affordable housing	elderly population: food insecurity and housing	
<p>Work toward creating a culture of inclusive participation. Sometimes meeting formats just make people nervous. Openly explain what is happening and why it must follow a certain format. But give citizens more opportunities to explain their concerns or opinion. Explore how to encourage participation from a broad representation of the City rather than just special, focused concerns. Taking time to review and acknowledge comments before decisions may help people feel they are participating.</p>	<p>Comparison of City services provided, City development activity, etc. with local demographics. Review the physical condition of each area of the City and compare with spending CIP priorities. Review makeup of City commissions and staff and explore how they reflect the needs and demographics of the community.</p>	Improve City meeting participation	gather the desires of the broad community	Condition of neighborhoods compared to CIP	illustrate/educate how City actions benefit all	integration of findings with all City actions

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I think the question may be flawed as we haven't determined if there are barriers- why set up a commission?	There is a lot of info on the city of Staunton on the internet, it's population, it's workforce etc. these numbers are broken down into ethnic / racial groupings - take a look at this before you proceed					
Residents who believe that things should stay as they are	Not sure	Providing more resources to underdeveloped areas	Vocal support of equity efforts at schools/library	Support for underrepresented businesses owners	More representation in city positions of power	Hold police accountable for any unjust responses
Lack of awareness is the first big stumbling block. Most of us live with blinders on until we are directly affected. Committing to providing a safe and open forum so that marginalized members of the community feel they can express their struggles is very important. Asking for names and addresses on a questionnaire like this is intimidating and will silence some who need/want to speak.	Statistics of employment, including race and gender, income in relation to those is a start. You also need to look at housing and food inequity. The elderly and the "disabled", which incorporates a vast number of issues. The city must be actively engaged in these arenas dialoguing with those communities and establishing relationships. Numbers are nice, relationships are key.	Race	Gender	Disabled	Accessibility in all arenas	Housing and food
Racism in our schools and the lack of a disability board like Waynesboro and Rockbridge Co. have.	Review of the census, ascertaining the demographics of who's on what board.	racism in our schools	support for LGBTQ youth in our schools	balancing the membership on City boards	creating a disability board	

**Equity and Diversity Commission Survey
Online Reponses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
<p>Staunton and the committee members who are not inclusive to EVERYONE, targeted marketing that doesn't include broader groups of people so we can be a diverse community....</p>	<p>Probably not because being diverse also means not EXCLUDING any groups of people... meaning you can not target one set of people and EXCLUDE everyone else who doesn't fit in that category.... we would love to see everyone targeted to generate more income for struggling small businesses... putting an emphasis on revenue generation for not only the city but the businesses that pay taxes as well....</p>	ON EVERYONE	ON EVERYONE	ON EVERYONE	ON EVERYONE	ON EVERYONE
<p>Transportation, education, connectivity to the Internet.</p>						
<p>Personal ignorance and a worn out status quo.</p>	<p>Track the success in the school systems. Look at the correlation between economic status and achievement. Also look at neighborhoods and resource accessibility.</p>	Public transit	Healthcare access	Wage discrimination	Neighborhood revitalization	Public resources
<p>Community "buy in" would be the biggest to address as a potential barrier. In this community there is currently a huge divide, which sadly feels largely politically related. But the nature of partisan practices among community members has been shown to repeatedly impede our city's ability to move effectively and sustainably into a space of equity and inclusion. Other barriers include a lack of understanding of the true diversity of our community. It's hard to celebrate what you don't understand.</p>	<p>First survey/polling community members to understand the needs/deficits. Then-Quantity- how much work is done toward this goal of being a more equitable/inclusive city. Quality- does/did/can the work adequately meet the desire of equity. Community engagement- how many, how often, who/which community members engage the work</p>	Workforce Diversity	Equitable access to services	Accountability practices	Conflict resolution	Community Engagement
<p>Barriers include finances or appropriate resources, lack of community involvement or interests, which leads to disproportionate communities in education/education funding, health, access to food resources, housing, transportation.</p>	<p>Identify the gaps. Are we more equitable & diverse in some areas but not others?</p>	Health/mental services	Education	Affordable Housing	Transportation	City councils & committees

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Online Reponses**

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Ignoring the 95% and catering to the 5%. You're creating animosity in trying to make sure the 5% is in the forefront, and making no effort where other are concerned.	The only data I ever see is again, one sided. There are other issues in town that we are totally ignoring.	The community as a whole. Stop creating division.	Inclusivity should apply across the board.	Stop pointing out all the "differences".	Focus on unity, and what we have in common.	Build community not subcultures.
History of discrimination in many aspects of our shared history.	Ratios of ethnically diverse persons in public employment (e.g. teachers, administrative positions, elected offices, etc.); %-age of incarcerated persons: number of ethnically diverse clients of public services (e.g. DSS, legal aid, etc.); income statistics; food bank/soup kitchen utilization; use of other services (e.g. counseling, healthcare, etc.).	Hiring practices in city jobs & schools	Performance of students on standard examinations	Educating public on contributions to Staunton	Naming more public places (bldgs., bridges, etc.)	Encouraging/sup porting more diverse participation
There should be no barriers ,Staunton is a small town.	Census reports, voting reports, the black neighborhoods, the black businesses and the schools.	Black businesses	The school system	Black neighborhoods	Employment in the City .	The Police Force
White supremacy, structural racism, people wanting to hold on to power, resistance to change, etc.	It would be useful to have someone who was an expert in this area to lead us. We need a shared language/definition of what we are looking for.					
Past refusals to work on equal opportunities created skepticism over new efforts. There are people who see this as a zero-sum game and are afraid they will loose something. In addition, the lack of opportunities has limited the range of people available to work on the future. They either need to work or have never had the chance to see other communities where things may work better.	First I would look at what other communities and countries are doing. There is always economic data, income, home ownership, home value, years in home et c. There is educational data, finished secondary, post secondary, as well as discipline in school, lost days from school etc. I also would try to develop focus groups of various communities for assessment and guidance. There is always more but that come from talking with people and listening.	Involvement from various cultural groups	Assessing what has worked in other communities	Developing a feedback process that works.	Working with universities in designing strategies.	Finding money and that includes grants

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Online Reponses**

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<p>Imprisonment of non violent offenders. Extra fines for speeding in areas with higher land value. Speed traps in areas with higher land values, lack of traffic enforcement in projects. Make all ordinance/traffic fines equitable percentage income base rather than a flat egalitarian rate. Egalitarian in punishment/equitable to socio-economic status. Diversity on council. Our council should be made up of an equal number of representatives from each voting ward.</p>	<p>City managers list of construction projects dates between repairs and repavement pipe replacement. Access to all police patrols and Daily Activity Reports, List of traffic stakeouts. Copy of all disciplinary reports from Staunton City Schools</p>	<p>City Infrastructure (no Flint, Michigan)</p>	<p>Policing (mostly Traffic)</p>	<p>Education (fix Bessie Weller)</p>	<p>City ordinances and permits,</p>	<p>Equitable representation on council</p>
<p>Lack of interest in west end development, aesthetically pleasing buildings and trash buildup around homes/monitoring hoarding</p>	<p>Gym memberships, park use (measured at both parks), food sales</p>	<p>West end clean up and beautification</p>	<p>Job growth</p>	<p>Pedestrian friendliness</p>	<p>Community health</p>	<p>Smoking cessation</p>
<p>A city council that listens to needs of less fortunate. IF council sees this as important, they need to provide a member of council to all meetings as a liaison in a non voting capacity.</p>	<p>After forming this commission, have a non resident facilitator come in and lead group to set goals</p>	<p>have meeting with facilitator and then define</p>				

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Online Responses**

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<p>Barriers are wanting to develop and ruin the quiet small community, because it RAISES costs of EVERYTHING. Then no one is treated fairly, they are compromised by GREED like Charlottesville has.</p>	<p>Leave it alone, be discreet and help people on a one by one basis</p>	<p>Keeping it small and treating everyone fair.</p>	<p>Being kind to all without making it obvious</p>	<p>Keep free parking for people and no GREED</p>	<p>Focus on decent jobs versus the high rent</p>	<p>Watch crime</p>	
<p>The missing voices - it is a small portion of our community that is active locally and those are the people community events cater to; funding - with few high paying jobs in the Staunton area, it reduces our tax base which effects our ability to provide a quality education, clean streets and community events; Lack of representation of minority populations in city positions and administrative positions; Lack of quality low-income housing and child care</p>	<p>demographics of people participating in input requests from the community, city council meetings or communication; Performance and graduation outcomes in local schools; Demographics of children participating in parks and recreation activities;</p>	<p>Getting minority representation in city positions</p>	<p>Community outreach and expanding free events</p>	<p>Making the city more disability friendly</p>	<p>Creating city events that represent more populatio</p>	<p>Equal application of public works maintenance</p>	
<p>Not treating all employees equally with appropriate pay</p>	<p>Surveys</p>	<p>Jobs</p>	<p>Schools</p>				

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Online Responses**

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?	Continue to monitor population demographics, incarceration figures, crime statistics, welfare and employment numbers					
An unwillingness to make real change from City leadership. Lack of diverse hiring among City staff, especially in leadership positions. Lack of communication between City and the community.	Data on childcare opportunities in the city and the surrounding area, including cost relative to median area income, accessibility, available openings relative to childcare needs in the area, etc. Data on hiring practices, including data on staff promotions. Data on diversity of hiring panels and hiring pools. Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts.	Improve City schools with a focus on equity	Increase equity and diversity training for employe	Create a Civilian Advisory Board for the police de	Increase childcare options and affordability	Refuse participation in a Middle River Jail expans
When you come from a legacy of inequality, as this country does, it takes active effort to make sure people have the same opportunities and the same outcomes available to them. If we are not putting in that effort, we will see the results in all sectors. (And we do). Those trained in equity and diversity will know how to solve this more than the average citizen, which is exactly why we need a professional hired.	Public data on Benchmark test scores by race (do black students need help, attention, and mentor shop they aren't receiving?), data on homeownership and loans by race, arrest and sentencing records (are black citizens being arrested more and sentenced more harshly? This would follow national trends), and suspension data in schools. Records of employment after incarceration. Anything that shows how well black citizens are doing in markers of success: homeownership, employment, education.	School Test Scores/Benchmark Testing/Suspensions	City Hiring being Representative of Population	Equity in Arrests and Sentencing	Homeownership and Loan Access	Assistance with Re-Assimilation Post-Incarceration

**Equity and Diversity Commission Survey
Online Responses**

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Lack of access to affordable healthcare, lack of access to affordable mental health resources and lack of affordable housing	Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc. Data on who the city contracts with, their diversity stats, and how those contractors are chosen Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc.	Create a City equity committee	Create a Civilian Advisory Board for the police de	Refuse participation in the jail expansion	Improve transparency between city gov and communit	Increase affordable housing stock
A woman was required to have \$1 million dollars as insurance to do a voter registration drive in Gypsy Hill Park. This was because she was harassed by another citizen. She was not supported by the city. That incident should be reviewed and corrective actions should be taken to prevent that type of neglect in the future. Active democratic participation is essential and should be protected.	Examine hiring practices and pay scales for all city employees. Examine zoning and allocation of city funds by neighborhood. Examine reports of harassment and racial violence. Examine disability access and ADA requirements for city facilities. Hire a 3rd party consultant (NOT a city staffer) to assess city programs for equity and provide a report on possible improvements.	Hiring/promotion practices.	Study the allocation of city funds by neighborhood	Encourage civic engagement and participation	Make equity commission meetings public and online	Have annual review of commission of goals/plans
Poverty, Budget, denial of the problem		diverse hiring	affordable housing	affordable childcare	add pre kindergarden to public education	Improve accessibility for disabled

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Online Reponses**

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Poverty, Lack of access to affordable mental health resources,	Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts, Data on childcare opportunities in the city and the surrounding area, including cost relative to median area income, accessibility, available openings relative to childcare needs in the area, etc.	Create a City equity committee	Create a Civilian Advisory Board for the police de	Increase childcare options and affordability	Increase affordable housing stock	Refuse participation in a Middle River Jail expans
Not intentionally reaching out to all community members, particularly those whose voices frequently go unheard; lack of vision for what a community where all are equal really looks like	statistics about demographics of: city leadership minority communities homelessness food insecurity incarcerated city citizens diversity among city employees and elected/appointed officials	increase diversity of city employees	invest in all neighborhoods equally	invest in all schools equally	monitor law enforcement for bias against nonwhites	
It appears that Staunton does not have diversity of people working in city government. There are parts of town who have inadequate water and sewer. Zoning has been used in a manner that lowered property values and limited opportunities for marginalized citizens.		Employment opportunities	Rental property	Lending institutions		

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Online Reponses**

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<p>povery, affordable housing, inequitable hiring for city positions of leadership, lack of adequate resources and lack of those in power reaching out to those who are marginalized.</p>	<p>Accessibility info, housing info, hiring practices, data on who is on city council and how they make their decisions,</p>	Hiring practices	Inequitable education	Housing disparity	start an equity committee that is diverse	communication between city staff and residents
<p>Assuming, as we should, that all barriers are unintentional, creating a climate of open conversation will quickly reveal the answers to this question.</p>	<p>This question, as well as the previous question, will be answered by the work of the DEI Task Force. Asking questions as complex as these within this survey place an inappropriate level of demand upon the survey responders. This survey design is cumbersome. Perhaps this design already yields some evidence of a lack of understanding of the needs and the tasks ahead.</p>	Diversity	Equity	Inclusion	Urgency	Empowerment
<p>People not knowing the history and what's holding things back now.</p>	<p>don't know</p>	<p>providing opportunities to improve things.</p>				

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Online Reponses**

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<p>Lack of diverse hiring among City staff, especially in leadership positions; Lack of support for equity initiatives from City leadership/staff; Lack of access to reliable transportation—other than car options. (More buses, more free access, more routes); policy decisions that don't take into account how they will impact marginalized community members —example: old people and the recycling change.</p>	<p>Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts; Data on accessibility throughout the City; Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc.; Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness</p>	<p>Create a City equity committee</p>	<p>Improve and increase city-wide accessibility</p>	<p>Reparations for actions that affected Black commun</p>	<p>Increase affordable housing stock</p>	<p>Improve mentoring to increase diversity on board</p>
<p>People's biases, eg the "boot strap" mentality. Underserved people with mental health issues Helping others not being profitable so there is never money for social programs and they often rely on volunteers or people who are paid low wages Childcare, housing, jobs, transportation are all areas that need improvement</p>	<p>I don't really know, I think this would be something that the commission would be responsible for looking into. I am sure that there are other cities they can use as a model.</p>	<p>Childcare / Early Education 0-3 and PK</p>	<p>Education K /12</p>	<p>Community Programs</p>	<p>City Leadership</p>	<p>Celebration of city diversity</p>
<p>Lack of communication from city leaders. Lack of trust between citizens and city leaders. Misguided priorities. Lack of community input.</p>	<p>Data on hiring, spending, decision making, community outreach.</p>	<p>Ensure equitable hiring practices</p>	<p>Create an equity committee</p>	<p>Allow more community input</p>	<p>Improve accessibility</p>	<p>Focus on revitalization efforts</p>

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Online Responses**

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Engaging in the pocketed communities in Staunton and having healing discussions around hard topics.	# of homeless in Staunton, # of resources for families, # of families without transportation, # families without internet, # of people who have recently experienced racism, # of people who have recently experienced hate because of being LGBTQ, # of businesses that are actively inclusive and involved in community.	Race	Social economics	LGBTQ	Ageism	Genuine community engagement
Lack of access to affordable mental health resources, not intentionally reaching out to all community members, particularly those whose voices frequently go unheard, and lack of diverse hiring among City staff, especially in leadership positions.	Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts, data on childcare opportunities in the city and the surrounding area, including cost relative to median area income, accessibility, available openings relative to childcare needs in the area, etc, data on who the city contracts with, their diversity stats, and how those contractors are chosen.	Improve City schools with a focus on equity	Reparations for racist historical City practices	Create a City equity committee	Refuse participation in M.R. Jail expansion	Improve and increase city-wide accessibility
An unwillingness to make real change from City leadership Lack of inclusion for all community members in the process Not intentionally reaching out to all community members, particularly those whose voices frequently go unheard Lack of diverse hiring among City staff, especially in leadership positions	Data on who the city contracts with, their diversity stats, and how those contractors are chosen Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc. Data on hiring practices, including data on staff promotions Data on diversity of hiring pools Data on diversity of hiring panels	Improve City hiring practices to increase diversit	Create a Civilian Advisory Board for the police de	Improve City schools with a focus on equity	Increase equity and diversity training	Improve communication and transparency

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Online Reponses**

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Economic disparity and racial tensions.	Not sure.	Equity in public schools	School funding	Public access to affordable internet	Job opportunities for people of all education level	Safety for minorities.
Denial on the part of folks in leadership positions. A lack of willingness to even understand how much they don't know, and that this is an academic topic which deserves attention and respect.	Data on accessibility throughout the City. Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts. Data on who the city contracts with, their diversity stats, and how those contractors are chosen.	Improve City hiring practices / increase diversity	Create a Civilian Advisory Board for the police de	Increase childcare options and affordability	Increase equity and diversity training for employe	Create a city equity committee
Some barriers include (1) what appears to be an unwillingness to make real change from City leadership, (2) lack of support for equity initiatives from City leadership/staff, and (3) lack of inclusion for all community members in the process - there is opportunity for social listening sesions, etc.	(1) Data on hiring practices, including data on staff promotions (2) Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc.	Equity and diversity training - all city employees	Create a City equity committee	Improve communication and transparency	No participation in Middle River Jail expansion	Increase equity education in schools

**Equity and Diversity Commission Survey
Online Responses**

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<p>The solipsistic approach to how we are governing our city, by those who make the decisions</p>	<p>There are too many to list.</p>	West End	Spring Hill	South Downtown/train tracks area		
<p>White privilege; white people don't see equity issues because in most cases, they do not experience them. For that reason, having an all white Council maintains a certain level of bias against equity. City government needs to be absolutely transparent. Poverty, homelessness, mental health issues and the trauma that arises as a result of these conditions are barriers and must be studied and action taken and policies developed to create ways for people to move out of these conditions.</p>	<p>Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts. Data on hiring practices, including data on staff promotions and on diversity of hiring pools.</p>	Create a City equity committee	Refuse Middle River Jail expansion	Improve transparency between city and community	Equity and diversity training for City employees	Revitalize the west end and Uniontown
<p>Lack of diversity (racial, ethnic, gender, income) in our local representatives. Lack of input from these groups being sought by elected officials. Small-minded people that resist change that requires them to think of others.</p>	<p>1.) Historical data related to lack of equity in housing opportunities, educational practices, hiring practices *with an examination of how those historical practices have modern day impacts. 2.) Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc.</p>	More equity & diversity training in local gov't.	Increase transparency in local government.	Increase outreach to marginalized communities.	More affordable housing	improve public transportation

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Stupidity.	Contact the Chinese CCP.	N/A	N\A	N/A	N\A	N\A
The left	None	Not	Focusing	On	Equity	
Lack of access to affordable healthcare, Lack of access to affordable mental health resources, Lack of affordable housing, Lack of affordable food, Lack of access to reliable transportation, Lack of communication between City and the community, & Lack of support for equity initiatives from City leadership/staff	Data on hiring practices, including data on staff promotions, Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc., Data on childcare opportunities in the city and the surrounding area, including cost relative to median area income, accessibility, available openings relative to childcare needs in the area, etc., & Data on accessibility throughout the City.	Create a Civilian Advisory Board for the police	Refuse participation in Middle RiverJail expansion	Improve and increase city-wide accessibility	Increase affordable housing stock	Increase childcare options and affordability

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Online Reponses**

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<p>Poverty, lack of good child care , lack of mental health services, inequality of hiring practices, lack of trust. Board members serving the community should not be allowed to be funded by outside influences. That includes offices such as sheriffs.</p>	<p>Data which shows how much housing in different income levels is available and needed. Data about child care availability in different areas of city.</p>	Housing	Childcare	Neighborhood improvement	Equality of law enforcement	Mental health resources
<p>Too many white people here.</p>	<p>Track exodus of white people and increase of welfare rolls</p>	Making city less hospitable to hard working people	Make common sense illegal	Insist on indoctrination camps for conservatives	Ask George Soros to send Antifa to help with #3	Find more money to waste on toaster equality
<p>Lack of funding and support. Doing this survey just for "looks" and not truly understanding the very real need that exists, regardless of how many surveys are completed.</p>	<p>Arrest and Incarceration rates, access to transportation and mental health services, hiring practices, access to quality housing</p>	Training - council members police teachers etc.	Accessibility throughout the city	Transportation	Mental health services	Job opportunities and hiring practices


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Poverty, lack of affordable housing, lack of knowledgeable and diverse representation, strong political partisanship that is aligned with policies that promote inequality.	Data on hiring practices, affordable housing, city salaries	City equity committee	Citizen police review board	Refuse participation in middle river jail expansion	Reparations for previous racist city policies	Improve how board/commission members are chosen
No coherency due to lack of a single forum of all civic societies.	Data that measures the focus areas defined by civic societies' consensus.	Consistently surveying civic societies	Promoting civic society importance	Organizing a civic society forum	Certifying the civic societies' forum minutes	Duly focusing on the consensus of the forum
Not advertising or advocating diversity and equality						
believing there is division	Fatherless children and split families	Job growth	Transportation	Quality education	Parenting classes	Strong police/fire/rescue

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Online Reponses**

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Lack of affordable housing, barriers in access to affordable healthcare, lack of diversity in city staff	Data regarding hiring practices as well as accessibility	Improve and increase accessibility	Increase affordable childcare options	Create a city equity committee	Increase diversity in hiring practices	Improve the process of hiring board members
Lack of initiative mainly.	Local real estate prices, taxes Business owner types Employment rates broken down per	Hiring practices	Representation	Goal setting and tracking		
* Lack of affordable housing * Lack of affordable food * Lack of access to reliable transportation * An unwillingness to make real change from City leadership	* Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc. * Data on non-profit and/or faith-based organizations in Staunton including which marginalized populations they serve (if any), their effectiveness, how the city has partnered with them (if at all), the process through which the city chooses a non-profit to work with, etc.	Revitalize the west end Beverley and Uniontown	Improve and increase city-wide accessibility	Improve transparency between city and community	Increase affordable housing stock	Improve transportation and infrastructure
There are none!	I don't think any such "useful data" exists	There are no "top five" particular areas				
		Education	Housing	Employment	Making the downtown welcoming to all	
Poverty Lack of access to affordable healthcare Lack of access to affordable mental health resources Not intentionally reaching out to all community members, particularly those whose voices frequently go unheard Lack of communication between City and the community	Data on who the city contracts with, their diversity stats, and how those contractors are chosen Data on childcare opportunities in the city and the surrounding area, including cost relative to median area income, accessibility, available openings relative to childcare needs in the area, etc. Data on accessibility throughout the City Data on diversity of hiring panels Data on hiring practices, including data on staff promotions	Improve City schools with a focus on equity	Create a City equity committee	Create a Civilian Advisory Board for the police de	Reparations for historical City practices that dis	Revitalize the west end and Uniontown

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Online Responses**

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Elected officials and city employees are not comprised of a very diverse pool of people, they know what they know, which isn't diverse to begin with which is a huge barrier to begin with.	No clue.	Historically black community trust building	Latinos	Lgbtq	Deef community	
An unwillingness to make real change from City leadership Lack of support for equity initiatives from City leadership/staff Lack of inclusion for all community members in the process	Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts Data on accessibility throughout the City Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc.	Improve City schools with a focus on equity	Increase childcare options and affordability	Increase affordable housing stock	Create a City equity committee	Create a Civilian Advisory Board for the police
The major barrier is not lack of data or resources, but he unforgivable denial of our history of racial discrimination and oppression by some. Renouncing historical fact is to abandon reason and endanger healthy public debate. We saw this in recent debates about what to name old Lee High, and more recently in what to teach about cultural racism in schools. These debates were tarnished by those who chose to deny historical fact. To abandon fact is to invite chaos and hazard freedom.	Decisions on how to improve equity for our citizens should be contemplated and made by careful consideration of many data sets. To mention a few, those having to do with hiring practices, diversity of hiring pools, diversity of hiring panels, lack of equity in housing opportunities, educational practices, hiring practices, and so on. No stone should go unturned.	Educate itself about equity issues.	Sponsor public equity forums.	Create city equity advisory committee	Examine equity data and ID data gaps.	Look at a possible equity complaint process.
Poverty Trauma Lack of access to affordable healthcare Lack of access to affordable mental health resources Lack of affordable housing Lack of access to reliable transportation Lack of easily accessible affordable childcare Lack of support for equity initiatives from City leadership/staff Lack of inclusion for community members whose voices are often unheard Lack of diverse hiring among City staff leadership positions Lack of ongoing equity training from BIPOC facilitators/trainers	Data on local childcare opportunities, including available openings and affordability Data on non-profit and/or faith-based organizations in Staunton including which marginalized populations they serve (if any), their effectiveness, how the city has partnered with them (if at all), the process through which the city chooses a non-profit to work with, etc. Data on mental health care resources, availability (wait times), and affordability Data on arrests made due to mental health problems	Provide affordable mental health support resources	Providing easily accessible affordable childcare	Providing affordable accessible housing	Providing reliable affordable transportation	Establish a Citizen Review Board for Police Dept

**Equity and Diversity Commission Survey
Online Reponses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
<p>Not intentionally reaching out to all community members, particularly those whose voices frequently go unheard. Lack of diverse hiring among City staff, especially in leadership positions. Lack of communication between City and the community. Lack of ongoing equity training from BIPOC facilitators/trainers.</p>	<p>Data on non-profit and/or faith-based organizations in Staunton including which marginalized populations they serve (if any), their effectiveness, how the city has partnered with them (if at all), the process through which the city chooses a non-profit to work with, etc. Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc. Data on diversity of hiring.</p>	<p>Increase equity and diversity training</p>	<p>Revitalize the west end and Uniontown</p>	<p>Refuse participation in a Middle River Jail expans</p>	<p>Improve City schools with a focus on equity</p>	<p>Improve City hiring practices: increase diversity</p>
<p>Citizens who are excluded have no voice in city government. Poverty. Lack of affordable healthcare and access to mental health care. Lack of transportation. Need open communication between city leadership and community.</p>	<p>Current and historical data regarding lack of equity in Staunton education and housing. Data on affordable housing for people of color, elderly, LGBTQ+, people with disabilities. Childcare opportunities and affordability data! An assessment of Staunton's commissions and boards, who sits on each, and what decisions they are responsible for.</p>	<p>DO NOT participate in Middle River jail expansion</p>	<p>Increase affordable childcare</p>	<p>Create Staunton Equity committee!</p>	<p>Create Civilian Advisory Board for Police Dept</p>	<p>Ensure equitable education for BIPOC: preK-12</p>
<p>An unwillingness to make real change from City leadership. Lack of support for equity initiatives from City leadership/staff. Lack of inclusion for all community members in the process. Not intentionally reaching out to all community members, particularly those whose voices frequently go unheard.</p>	<p>Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts.</p>	<p>Improve City hiring practices to increase diversity</p>	<p>Increase equity and diversity training</p>	<p>Create a Civilian Advisory Board for the police</p>	<p>Improve communication and transparency</p>	<p>Create a City equity committee</p>
		<p>Equal opportunity</p>				

**Equity and Diversity Commission Survey
Online Reponses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
Lack of diverse hiring among City staff, especially in leadership positions. Lack of communication between City and the community. An unwillingness to make real change from City leadership.	Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts. Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc. Data on who the city contracts with, their diversity stats, and how those contractors are chosen.	Create a City equity committee	Create a Civilian Advisory Board for the police	Improve and increase city-wide accessibility	Increase affordable housing stock	Improve City schools with a focus on equity
Poverty Trauma Lack of access to affordable healthcare Lack of access to affordable mental health resources Lack of affordable housing Lack of affordable food Lack of access to reliable transportation An unwillingness to make real change from City leadership - if leadership isn't willing to address the above, then the above will always be a barrier.	Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc. Data on who the city contracts with, their diversity stats, and how those contractors are chosen Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc. Data on childcare opportunities in the city and the surrounding area, including cost relative to median area income, etc.	Improve City hiring practices to increase diversity	Improve City schools with a focus on equity	Create a City equity committee	Create a Civilian Advisory Board for police dept.	Improve comm./transparency for city employees
Lack of affordable housing, access to affordable mental health resources, and access to affordable healthcare are paramount problems. There is also a lack of diverse hiring among City staff, especially in leadership positions and a lack of communication between City and the community.	Data on non-profit and/or faith-based organizations in Staunton including which marginalized populations they serve (if any), their effectiveness, how the city has partnered with them, the process through which the city chooses a non-profit to work with. 2. Data related to housing, including access to affordable housing for various marginalized groups. 3. Historical data related to lack of equity in housing, education, and hiring practices with an examination of modern-day impacts.	Create a City equity committee	Increase equity and diversity training	Increase affordable housing stock	Create a Civilian Advisory Board for the police	Improve communication and transparency to citizens

**Equity and Diversity Commission Survey
Online Reponses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
Lack of diverse hiring among City staff, especially in leadership positions. Not intentionally reaching out to all community members, particularly those whose voices frequently go unheard.	Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc. Data on who the city contracts with, their diversity stats, and how those contractors are chosen. Data on diversity of hiring pools. Data on non-profit and/or faith-based organizations in Staunton including which marginalized populations they serve (if any).	Create a Civilian Advisory Board for the police	Improve hiring practices to increase diversity	Refuse participation Middle River Jail expansion	Create a City equity committee	More diversity and equity training city employees
Poverty Lack of access to affordable mental health resources and affordable healthcare Lack of affordable housing Lack of outreach to all community members, particularly those whose voices frequently go unheard Lack of access to reliable transportation Lack of diverse hiring among City staff, especially in leadership positions	Data on accessibility throughout the City Data regarding access to affordable housing for groups including the elderly, those with disabilities, etc. Historical data related to the lack of equity in housing opportunities, educational practices, and hiring practices with an examination of how those historical practices have modern-day impacts	Increase affordable housing	Improve and increase city-wide accessibility	Create a City equity committee	Increase DEI training for all City employees	Revitalize the west end and Uniontown
Entrenched prejudice and lack of accountability as well as politicians who bank their political careers on it.	What do Outcomes look like across demographics?	Policing	Education	Access to city funds	Less corruption. What happend not who you know.	
Past poor treatment of minority businesses.	It would be best for the boards to present info and data without first presenting to city council.	Minority hiring throughout schools and government.	Remove outside money from local politics.			
Economic challenges and lack of opportunity.	population demographics including race, sex and age of those who live in the city, those who work in the city, and those who work in the city. Demographics for neighborhoods, including cost of housing, business to housing ratios, average incomes, race, sex crime, and access to amenities.	A more diverse workforce for the city	More understanding and education about diversity	Safety	Better schools	

**Equity and Diversity Commission Survey
Online Responses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
Lack of affordable housing, an unwillingness to make real change from City leadership, lack of communication between City and the community, catering to local people who already have privilege (straight, cisgender, white Christian ablebodied people, mostly).	Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+, those with disabilities, etc, Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc	Create a City equity committee	Increase equity/diversity training 4 city employee	Refuse participation in MR jail expansion	More affordable housing	Better safety for LGBTQ folk, including children
Lack of communication back to the community on related issues. The lack of affordable housing and childcare negatively impact our community also. Our educational systems should also focus on listening to the needs of the student body and ensure a culture of inclusiveness and equity among all staff.	It would be helpful to know the make-up of our current City boards and committees. Do they truly represent the diversity of our community? Are all groups represented in the decision-making processes? It would be helpful if there was a "core" office that could connect all services vs. having to citizens having to search for various assistance, including housing, mental health care, childcare, LGBTQ services and support, disability services, transportation, etc.	Education culture focused on equity and inclusion	Staff and elected official training	More equitable and transparent process for Boards	Affordable Childcare options	Establish a City Equity Committee with support!
Inconsistent reaching out to all community members, particularly those whose voices frequently go unheard; lack of diverse hiring among City staff, especially in leadership positions.	Data on who the city contracts with, their diversity stats, and how those contractors are chosen; historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts.	Improve City schools with a focus on equity	Refuse participation in a Middle River Jail expans	Reparations for 1960s Central Ave "urban renewal "	Revitalize West End	
Entrenched racism and sexism. Poverty. Lack of access to basic resources such as health care, sufficient nutrition, quality childcare, affordable housing. A council unwilling to address divisive topics by listening to divergent opinions a attempting to resolve differences.	Hiring and retention data, Cost of living data. Desirability of Staunton as a place to live for recruitment of marginalized employees. Ex: why would African Americans want their children to go to a school named Robert E. Lee?	Create an equity committee	Reform hiring and retention	Improve transparency, communication and functionno	Improve access to affordable quality childcare	Commit to a multilevel community education program
Same as all communities....difference in income.	Graduation rate, college bound (for younger set), CSB clients, SACRA requests, etc. etc..	Education equity	Food needs	Healthcare	Affordable housing	Job training
Seems to be adversarial relationships in current council/ administration.		School outcomes	Pproperty/tax costs			
Poverty, lack of healthcare	Data on the city's board commissions, on hiring	Improve City hiring practices increase diversity	Reparations for black Staunton families	Save the west end	Save uniontown	Do not expand the middle River jail

**Equity and Diversity Commission Survey
Online Responses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
<p>Poverty Trauma Lack of access to affordable healthcare Lack of access to affordable mental health resources Lack of affordable housing Lack of affordable food Lack of access to reliable transportation An unwillingness to make real change from City leadership Lack of support for equity initiatives from City leadership/staff Lack of inclusion for all community members in the process Not intentionally reaching out to all community members.</p>	<p>Data on hiring practices, including data on staff promotions Data on diversity of hiring pools Data on diversity of hiring panels Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts Data on accessibility throughout the City Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ+</p>	<p>Improve City hiring practices</p>	<p>Improve City schools with a focus on equity</p>	<p>Create a City equity committee</p>	<p>Increase childcare options and affordability</p>	<p>Refuse participation in a Middle River Jail expans</p>
<p>Lack of ongoing equity training from BIPOC facilitators/trainers for city employees/elected officials, an unwillingness to understand or listen to those who are willing/able to speak up about what they've seen/experienced.</p>	<p>Data on hiring practices, including data on staff promotions, Data on diversity of hiring pools, Data on diversity of hiring panels; Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts, particularly in the Bessie Weller area. Data on who the city contracts with, their diversity stats, and how those contractors are chosen, Data on childcare in & near the city</p>	<p>Improve City schools with a focus on equity</p>	<p>Revitalize the west end and Uniontown</p>	<p>Not participate in a Middle River Jail expansion</p>	<p>Review how board & commission members are recruitd</p>	<p>Create a Civilian Advisory Board for police Dpt.</p>
<p>An unwillingness to make real change from city leadership</p>	<p>Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts</p>	<p>Improve and increase city-wide accessibility</p>	<p>Increase childcare options and affordability</p>	<p>Increase affordable housing stock</p>	<p>Refuse participation in a jail expansion</p>	<p>Improve process of board member choice</p>

**Equity and Diversity Commission Survey
Online Reponses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
<p>Over the past fifty years our nation and Staunton has lost sight of the fact that citizenship is hard work. "Americans do things not because they are easy but because they are hard." said John F. Kennedy. Two trends have replaced this ethic and created barriers. The current path to recognition is to define oneself as a victim, a tactic that devalues and obscures genuine victimhood. Letting the air out of three tires to achieve equity with a fourth flat tire is a temptation that has seduced us.</p>	<p>An inventory that includes but is not limited to the social, charitable, religious, recreational, athletic and health organizations in the city and county. These organizations mediate and develop personal habits that are important for giving people a sense of participation. This inventory has the potential to be an important toolkit in fostering useful participation which by default is inclusion.</p>	<p>Commit to the notion that citizenship is hard work</p>	<p>Focus on opportunities as a basis for programs.</p>	<p>Distinguish between true and faux victimhood.</p>	<p>Reciprocity as a key aspect of citizenship</p>	
<p>Divided city counsel members. And a feeling that "good old boys" run the show in Staunton not it's people.</p>	<p>Attendance to meetings, attendance to community events, number of minorities employed by the city of Staunton.</p>	<p>Outreach</p>	<p>Involving community members in decision</p>	<p>Creative fund raising</p>	<p>West end revitalization</p>	
<p>I would like to see Staunton's leadership be more active and more forward looking when it comes to issues of equity and diversity. Right now it all seems pretty re-active, which then sometimes creates additional missteps.</p>	<p>Staffing - who is applying for jobs, how are hiring decisions made, etc - but also committee service and volunteer or part-time positions of power. Who is making the decisions in this city? Whose voices aren't being heard.</p>	<p>Don't expand the jail</p>	<p>Equity training for city staff and city council</p>	<p>Increase accessibility</p>	<p>More communication and transparency Increase affordable housing stock</p>	
<p>Poverty and lack of affordable housing. From attending City Council meetings, I feel the Council focuses almost exclusively on economic development and pushes issues of quality of life to the side. Scarcity of access to free or affordable mental health resources.</p>	<p>Data on how people are chosen to serve on boards and commissions. Data on how firms that contract with the city are chosen - are they friends and relatives of people in government? Data on access to mental health services and services to seniors.</p>	<p>Diversity in hiring in government and schools.</p>	<p>Transportation for disabled and walkability.</p>	<p>Be proactive; inform citizens what gov't does.</p>	<p>Hire city equity officer. Effort to revitalize west end.</p>	
<p>Lack of housing that is affordable. Lack of city leadership willing to make REAL change. Lack of city leadership reaching out to community members who are not a part of their socio- economic group.</p>	<p>DATA ON THE FOLLOWING: Hiring and promotions City Boards and Commissions City accessibility</p>	<p>Increasing diversity in hiring practices</p>	<p>Establish City Equity Commission</p>	<p>Improve equity in city schools' staff</p>	<p>Uniontown and West End revitalization Improve process involved in choosing boards/comms.</p>	

**Equity and Diversity Commission Survey
Online Responses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
Those who are marginalized are often invisible to those of us who are not struggling with housing, childcare, transportation, etc. - and I suspect the city council members represent the latter group.	Historical and current data related to lack of equity in housing opportunities, educational practices, hiring practices and public transportation options/use - how have those historical practices have had modern day impacts.	City Council more transparent/open with community	City council solicits input from marginalized	Improve the city hiring practices re diversity	Increase equity in schools	Affordable housing
Poverty, trauma, lack of access to quality healthcare and particularly mental health support, the desire of community leaders to shove uncomfortable issues into dark corners and marginalize various populations, lack of diversity in staffing.	Data on hiring - recruiting, promotion, etc., not just percentages of total staff; data on marginalized populations, whether due to ethnicity/race/economic status/abilities, having access to resources.	Hire with a better focus on diversity	Without defensiveness, the uncomfortable conversat	Quality low-income childcare and housing	Equity issues in schools	
lack of affordable housing, lack of mental health resources, lack of affordable and available child care, lack of more efficient public transportation, lack of communication between the city officials and the community they serve	Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts, Data on the city's boards and commissions including who sits on them, what decisions they make, their effectiveness, etc. Data on childcare opportunities in the city and the surrounding area, including cost relative to median area income, accessibility, available openings relative to childcare needs in the area	Increase childcare options and affordability	Increase affordable housing options	improve diversity hiring practices	Do NOT expand MRRJ.	provide better mental health care options
Poverty. Trauma. Lack of access to affordable healthcare. Lack of access to affordable mental health resources. Lack of affordable housing. Lack of affordable food. Lack of access to reliable transportation. An unwillingness to make real change from City leadership	Data on hiring practices, including data on staff promotions. Historical data related to lack of equity in housing opportunities, educational practices, hiring practices with an examination of how those historical practices have modern day impacts. Data on who the city contracts with, their diversity stats, and how those contractors are chosen. Data related to housing, including access to affordable housing for various marginalized groups such as the elderly, LGBTQ, those with disabilities, etc	Create a City equity committee	Revitalize the west end and Uniontown	Improve City hiring practices to increase diversit	Improve and increase city-wide accessibility	More transparency from city government

**Equity and Diversity Commission Survey
Online Responses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
<p>The goal isn't necessarily to have equitable outcomes, but equitable OPPORTUNITY. That is, everyone should be able to access the public resources that they need. Having mobile library support (something like a bookmobile, but with electronic support as well – wifi, printing, etc) would be beneficial. The most important would be to make sure that everyone is receiving quality educational opportunities. Mobility access is also important (pedestrian/handicap access, public transportation). Poverty.</p>	<p>Data on policing (stops, arrests, charges, etc.) Data on educational practices and outcomes. Data on diversity of applicants and hiring. Data on housing costs/tax assessments.</p>	Do NOT expand the Middle River jail	Improve Staunton schools, especially marginal ones	Create a citizen review board for police dept.	Improve accessibility to city services	Create a city equity committee
<p>Some city council members do not seem to understand what transparency in decision-making practices means to citizens and are not open to concerned/thoughtful feedback. Leadership lacks understanding of how diversity/equity would greatly improve gov't and citywide functioning. There is a general dearth of affordable housing. We don't have enough minority representation in leadership positions.</p>	<p>data on housing opportunities for minorities, disabled and mental health-challenged individuals. study on how city employees are hired and measure the lack of diversity therein. track number of minorities in leadership positions in the city, including on governmental boards and committees, school board, police dept.</p>	improving communication betw. gov't and citizens.	equity training for all gov't employees.	equity officer on hiring team for all positions.	encouraging diversity in newly-hired positions.	public awareness of how equity improves all lives!
<p>Lack of access to reliable transportation, lack of access to affordable healthcare services, including mental health and substance abuse services, lack of access to affordable child care, inability to afford food, housing, and other necessities.</p>	<p>Data on citizens' needs in relation to affordable housing, transportation, employment, healthcare, child care, etc. Data related to access to these things by various marginalized groups such as individuals with disabilities, immigrants, BIPOC citizens, the elderly, LGBT+ citizens, etc.</p>	improve reliable access to transportation	revitalize the West End & Uniontown	create a civilian advisory board for police dept.	improve city schools with a focus on equity	encourage creation of Black-owned businesses
<p>Lack of awareness of City leaders of the discrimination that elders, disabled people, poor and low income people, LGBTQ people, and Black people experience.</p>	<p>Accessibility for seniors and disabled people to leisure and entertainment opportunities, and to City services; Access of various marginalized groups to quality, affordable health care, childcare, and housing; and their access to City government leadership positions; and to jobs with good pay, benefits, and opportunities for advancement.</p>	ongoing diversity training to City government	ongoing diversity education for Staunton residents	safe and affordable housing	high quality and affordable childcare	Black business opportunities

**Equity and Diversity Commission Survey
Online Reponses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
<p>To begin to address issues, the community needs to be willing to admit that problems exist. Often any diversity or equity discussions, particularly concerning race and sexuality, are dismissed as new, made up issues by agitators. Yet, the truth is that these issues have been long entrenched in our local history. If we ignore them, then they will continue.</p>	<p>Hiring of city and school employees; property ownership, graduation rates, etc.</p>	Schools	Community relations	Less fractured and clique-ish city council	Diversity in hiring	Education on divided local history
<p>"challenges" rather than "barriers": commitment to implementation of policy / programs over long term; adequate data collection; political polarization;</p>	<p>Census data / local community assessments / generate your own data - there are capable citizens willing to design and carry out such assessments for relatively little cost (cover cost of materials, etc.). Commission should keep in mind that they can often get answers to questions, even if data has not already been collected by another source ---- have members / citizen consultants on what's possible</p>	transparency in its procedures	full distribution of report	fully develop policies programs based on findings	long-term commitment to programs, fully funded	data assessment of program efficacy, revise accord

**Equity and Diversity Commission Survey
Paper Responses**

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Persons that are of diversity in color (please of color, gender, etc_	honesty	transparency	action minded ideology (don't say, DO!)	full understanding that racism/sexism etc exists truly - no figments of imaginations	be accepting of people that do not look like them. Putting idle chat into action. Staunton talks but does not push for diversity. For example, superintended of schools Garrett Smith declared when he first came he would ensure more diversity. He has done nothing to create diversity in the schools. The same goes for City of Staunton . They do not want equity and diversity. If so, prove it. Let's see it.	NOTHING. Deep down Staunton does not want equity or diversity. The want to pay lip service. It sounds good but people of color after many years see no action.
self-confidence	courage to question and solve problems	an attitude for openness	integrity	persistence	creating this commission is a good first step	with respect to our city's leaders, I'm not sure
open mind	caring	creative				
wide range of involvements with others in volunteer	no agenda	active listener	ability to see beyond pettiness	innate intelligence	seek out candidates for open positions in places not usually solicited. Put out statements that are positive about wanting everyone to have a voice	talking to groups who represent the various cultures in the city
listening skills	life experience (career)	advanced education	travel out of Staunton to US cities	writing skills	arrange meeting at various locations for discussion groups, eg. City library the high school, etc.	don't know
racial diversity	f??? Diversity	LGBTQ+ diversity	income diversity (low income)	Place of origin/language diversity	fund essential community services properly and adequately. Library, schools. Recycling. Encourage and promote entrepreneurship and small business opportunities holistically	less golf carts. More recycling. I will pay more fees gladly to enjoy services that I value. Be more like Charlottesville or Alexandria. Less like Farmville or ??
Compassion	Kindness	Wisdom	Far sightedness	quick thinking	hire more women	no idea

**Equity and Diversity Commission Survey
Paper Responses**

Commissioner Qualifications					What should Staunton start doing to encourage more equity and diversity?	What is Staunton currently doing to encourage equitable outcomes in our community?
Common sense	intelligence	sense of duty	honesty	sense of humor	Give equal opportunity, freedom of speech equal support with common sense. We are all equal in rights (again with common sense) but we are not all equal in talents, intelligence, ability and psychology. Equity is a stupid term	not sure
cultural sensitivity	understand ethnic values	supports numerous, diverse groups	understand systemic racism and privilege	advocacy and promotion	public offerings that educate the community about various ethnicities. Promote cultural events. Encourage students and adult contests with emphasis on diversity	I attended the Kwanzaa event at Montgomery Park. Funding and advertising for this event was poor.
integrity	knowledge	compassion for ALL	ethics	focused on equality	A. Try to maintain equity in hiring and establish equity on City employees current and future. B. Hire more minorities so A above is true. C. Stress and have a plan to be inclusive of diversity in city activities (sponsored by city). D. Include funding for historically black landmarks, buildings and businesses. E. Hire more black teachers - please!	minimize & eliminate confederate names and streets that condone the racism of civil war "heroes." (I applaud those things already renamed!). Assistance for elderly and homeless. Try to make lunches available to as many as possible (free lunches)
open mind	listening skills				Community conversations/workshops/training	IDK
Honesty	openness with taxpayers	disclosure of all grants and monies and accountability by hiring and independent auditor/book keeper	aggressiveness bring businesses to the West End and Downtown. The east crossing being emphasized on.	Be creative	More action and less talk and promises. Give more minority a chance at the jobs available if they are as qualified as their white counterparts. None at the parks and recs offices. None at the utility office. How do they appear? (jobs) Were they advertised! Don't everyone get the Newsletter so must be advertised elsewhere and by other avenues and media in addition to Staunton Leader.	Not much of anything. The 3 local areas supported and thereto financed by their local gov (Wyboro, H'burg and Ch'ville) have established an African American museum. They probably help to promote tourism. However all this chapter in Staunton has gotten is promises to help find a dwelling for the history documents, memorabilia, etc. Important thru the membership and hard work
Integrity	Strong listening skills;	Empathy;	Ability to think about one's own thinking - from where did it derive, a willingness and flexibility to analyze one's thinking and be open to various viewpoints;	Ability to risk vulnerability and engage in difficult conversations without leaving the table.	1- Be proudly outspoken about equity in order to communicate its importance to community members as well as potential job applicants. 2- increase transparency relating to how the City is run and how decisions are made. 3- invest in affordable, proven community mental health resources.	1- Appreciate that the city now allows remote participation in City Council Meetings. 2- Respect the City Council for the consideration of establishing an equity committee. 3- Valuing the inherent worth and dignity of all persons. 4- Promoting Justice, equity and compassion in human relations. 5- searching for truth and meaning with freedom and responsibility. 6- pride for a leader in Virginia to
Knowledge of equity	importance of diversity	life experience	knowledge of govt policy and procedures		All committees should be required to recruit diverse members, all religions and cultures	Don't know

**Equity and Diversity Commission Survey
Paper Responses**

<u>Commissioner Qualifications</u>	<u>What should Staunton start doing to encourage more equity and diversity?</u>	<u>What is Staunton currently doing to encourage equitable outcomes in our community?</u>
Someone with experience open minded concern for others	Dealing with issues concerning people of different race, disabled and seniors. Poor people need help.	Nothing
	Make downtown more accessible for handicap residents. Add more bus stops to the routes. Open the Senior Center. Have the Food Bank deliver to the housebound residents. Have benches around town	Nothing I have seen
Honesty	Stop using communist buzzwords	How are those golf carts working out?
Open minded Non-divisive care/advocacy for aged population advocacy for the poor and disabled Willing to seek modern solutions to medical, dental and psychiatric discrimination for help.	Provide supportive programs for minorities to address poverty, education, inclusion.	Can't make an educated comment. There is some advocacy but not enough for consistency and sustainability
Being able to work with people from all walks of life being familiar with how many minorities are hired in different departments able to communicate with a diverse groups of people	more inservice training. More housing opportunities for all people. A mixture of city government employees	I'm not aware
knowledge on racial history of Staunton commitment to make needed changes for good for all citizens ability to work well with a team of diverse people	hold town halls to obtain information from citizens on what is going on in the city to improve equity and diversity	I am not sure what is occurring in this area

**Equity and Diversity Commission Survey
Paper Responses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
The citizens! The majority of the citizens do not want equity or diversity. Staunton is predominantly white and they do not want equity or diversity. They need to look at themselves and come grips with the hatred of others. No one can do this for them!	Check out why schools lack diversity. Why are all spinsters white year after year. Why such secrecy? Who knows about this club? City Council, School Board? Chamber of Commerce? Why few black businesses. Graduation rates, why more advanced degrees given to white students? Black/other lawyers judges?	Schools Chamber of Commerce Business				
citizens being unaware and afraid. Lack of resources for the commission members to do the work needed	I don't have expertise in this area, but possibly, data on household incomes by race, homeownership by race, job/career positions by race, high school graduation rates by race, etc.	food insecurity	affordable housing	education-high school and beyond	incarceration (including access to drug court)	access to health care (6) renovation of Booker T. Washington Community Center
		I have just moved to Staunton and therefore can't speak to many of these questions, but I am very interested in learning more about these efforts				
continued mentality that is short sighted and relies on old learned stereotypes	numbers of hires in city jobs and school positions, percentages of cultures represented in the city	equitable hiring practices	open forums to discuss issues	social activities that include all cultures	positive statements from city officials	listening sessions
social stratification	hiring records for city employments, progress of minority students in city schools	employment	school equity	communication of activities and efforts to the general public	financial/grant support of minority businesses	
The City Council majority today only cares about lower taxes and golf carts the City council's priorities are way off	income differentials. Educational outcomes. Business ownership	opportunity	education	basic services being first rate	support for disadvantaged/minority small businesses	diversity in employment in city (which seems good in some areas and bad in others)
old white men		Hiring with question #1 in mind	intellignet interviewing	asking the right questions		

**Equity and Diversity Commission Survey
Paper Responses**

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common sense and practicality. You can't make everyone happy. For example, whose first? And what is the most important subject.	Questionnaire like this are good. Should be found in more places.					
lack of funding. Lack of promotion about events. Limited number of cultural events and inclusion	increase inclusiveness in all events and expand presence of diverse groups in events and on committees	inclusiveness	increase promotion of diverse cultures	community education about anti-racism	funding for diverse events	cultural education and more presence of minority people and women in community
lack of love for our neighbors. Lack of understanding between people (not talking and interacting)	knowing the makeup of residents and city employees for equity. This is a good effort (this survey) if it is used and helpful	hiring practices	inclusive community activities	lower tax rates (just throwing that in)	support for homeless & elderly	
Thinking everything is ok as is. Allowing current power-holders to dominate discussions and decision making. Too much value placed on historic Staunton/white	Housing data. Discipline issues in schools by race/ethnicity. Law enforcement interactions by race/ethnicity	Housing availability	barriers for disabled	racial/ethnic equity in schools	racial/ethnic equity in courts/justice system	welcoming/communication with immigrants
There has to be less talk and more action. Every year it's the same thing. Make improvements to the West End to no avail. For years use gov grant money to improve the West End of Staunton has been promised for years. Grant money is used for other things. Taxpayers deserve to know where the money goes. No minority American was given any of the small business covid 9 grant money.	Be honest. It was advertised on your website (printed 9/14/21) how many small businesses received it. An independent audit should be conducted and more accurate bookkeeping to keep and confirm that these businesses were awarded these grants instead of false lies. Also their actual dollar amount received should be disclosed instead of a range	property and real estate tax hikes. Appraisers show be fairer and consider widows and senior citizens and locality	more gov grants disclosed. Where is the grant money (thousands of dollars) also who make the decisions who to give grant to an amount being used			
1- Lack of affordable housing 2- Food insecurity 3- Affordable and accessible health care 4- The multiple sources of trauma eg, domestic violence, child abuse, harassment, inability to afford education, bullying, incarceration, racism and more 5- Lack of mental health care	Finding the truth and not relying on social media for opinions or to reinforce established beliefs	Improve city schools with a focus on empathy and equity	Increase child care options and affordability	Refuse participation in Middle River" Jail expansion	Increase mental health resources	Increase equity and diversity training for all City employees and promote empathy
Encourage all businesses to hire more minorities	Survey employers as to the ethnicity of their employees	Employers	Education	Community activities		

**Equity and Diversity Commission Survey
Paper Responses**

<u>What are barriers to Staunton achieving equitable outcomes in our community?</u>	<u>What data would be useful in tracking current equity and diversity challenges the City faces and progress toward achieving more equitable outcomes?</u>	<u>Commission Areas of Focus</u>				
They are no aware of situations that are happening	Income availability of food for those that are hungry.	race	LGBTQ	disabled	seniors	poor
		Downtown accessible for handicap residents	more bus stops to routes	open Senior Center	Food Bank deliver to housebound	benches around town
Equity	Diversity is psychological suicide.	Honesty	Transparency	Good luck with those		
There doesn't seem to be that there are Councils that are willing to move forward with newer ideas (modern) that would prove advocacy.	Not sure	minorities	aged	gender issues	racism	education - what is equity and diversity
		Stoplight on Frontier Dr.				
whether the city is truly committed to diversity	the percentage of minorities working in city government	fair employment	equal housing	school system improved	(note: this survey was difficult to complete)	
		more affordable housing	better paying jobs	quality education system K-12	work to prevent flooding in the community	improved diversity among city government staff

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**RESOLUTION
OF THE
COUNCIL OF THE CITY OF STAUNTON, VIRGINIA,
TO ESTABLISH AN EQUITY AND DIVERSITY COMMISSION**

Recitals

A. The provisions of Virginia Code Section 15.2-1411 and Staunton City Charter, Chapter II, Section 11, Paragraph Twenty-First, authorize the Staunton City Council (“Council”) to establish advisory boards and commissions.

B. The Council received a report from the Staunton Branch of the National Association for the Advancement of Colored People at its August 12, 2021 meeting requesting the establishment of an equity and diversity commission.

C. The Council unanimously adopted a motion at its August 12, 2021 meeting to establish the City of Staunton Equity and Diversity Commission (“Commission”).

D. This resolution memorializes the establishment of the Commission, as a public body, and outlines the parameters for its membership, function, and expected work product that will benefit Council and the City of Staunton as the City seeks to understand and implement policies, programs, and procedures to address social and racial equity within the City.

E. These recitals are an integral part of this Resolution.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Staunton, Virginia, as follows:

1. The Commission is established and will be composed of ____ members, one of whom will be named by the constituent members as the Chair and another of whom as the Vice Chair to help lead the Commission. The Commission will be a public body subject to the applicable requirements of the Virginia Freedom of Information Act and members of the Commission should be aware of those requirements.

2. Council, upon recommendation of its Nominations Committee and in consultation with the City Manager, Assistant City Manager, or designee, will appoint the initial members of the Commission by not later than _____. Members of the Commission will be selected such that the members will bring a diversity of backgrounds and perspectives to the Commission. Members of the Commission shall serve terms of two years commencing upon the date of their appointment by Council. Council Member Mead shall serve initially as the Council’s Liaison to the Commission.

3. The Commission is initially charged with objectively evaluating existing data, studies, and reports from available sources concerning social and racial equity in the City of Staunton that evaluate social determinants and inequitable outcomes within the City of Staunton. The Commission’s initial charge shall also include data collection and research that evaluate the

46 same outcomes. The Council will appropriate funds to establish a budget for the Commission to
47 conduct its data collection and research.

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49 4. The Commission will be supported by the City Manager, Assistant City Manager,
50 or designee, as well as other City staff to the extent that information is needed, with access to City
51 financial and other records and reports.

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53 5. The Commission shall conduct at least one public hearing and other community
54 conversations to receive input from City residents concerning racial and social equity.

55
56 6. The Commission shall compile a report for the Council consisting of its analysis of
57 existing data, studies, and reports concerning racial and social equity as well as its own research
58 and data collection efforts on the topic. The report shall also contain a summary of all public
59 comments received by the Commission at its public hearing(s) as well as any other
60 communications it receives from Staunton residents concerning racial and social equity. The
61 report shall include recommendations to the Council (a) about specific inequitable social and racial
62 outcomes within the City of Staunton, and (b) for a proposed framework (Strategic Plan) for the
63 Commission to pursue in the next 12 to 18 months to address specific factors that may contribute
64 to inequitable racial and social outcomes.

65
66 7. The Commission will be expected to provide an update on their work to City
67 Council by _____, and complete its initial work and submit its report to Council not later
68 than _____. Council then will schedule and hold a public hearing on the report.

69
70 8. Subsequent to receiving the Commission's report and its public hearing on the
71 report, the Council will assign further duties to the Commission.

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73
74 _____
75 Andrea W. Oakes, Mayor

76 Attest: _____
77 Morgan C. Smith, Interim Clerk of Council

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79

CITY COUNCIL



AGENDA BRIEFING

Staunton, Virginia

Meeting Date:	February 10, 2022	Staff Member: Jeff Johnston
Item #	C	
Department:	Public Works	
Alignment with Staunton Plan (Value/Strategic Area):	Value: Environmentally Conscious	
Subject:	Update on the Centralized Recycling Center Pilot Program	

Background: During Council’s regular meeting on October 28, 2021, Jeff Johnston, Director of Public Works, provided an update on the centralized recycling center pilot program. This will be the second update received on the pilot program.

A PowerPoint presentation will be provided prior to the meeting.

Attachment: Not applicable.

Acting City Manager’s Recommendation: Not applicable.

Suggested Motion: Not applicable.

Acting City Manager: Leslie Beauregard

CITY COUNCIL



AGENDA BRIEFING

Staunton, Virginia

Meeting Date:	February 10, 2022	Leslie Beauregard Acting City Manager
Item #	D	
Department:	City Manager's Office	
Alignment with Staunton Plan (Value/Strategic Area):	Value: Engagement Strategic Area: Responsive, Efficient Government	
Subject:	Discussion of Shenandoah Valley Animal Services Center	

Background: Acting City Manager Leslie Beauregard will provide an update on the Shenandoah Valley Animal Services Center, and in particular the outcomes of the February 3, 2022 Executive Committee meeting.

Acting City Manager's Recommendation: Not applicable.

Suggested Motion: Not applicable.

Acting City Manager: Leslie Beauregard