

January 3, 2023

The Regular January meeting of the Danville City Council was held on January 3, 2023, at 7:00 p.m. in the Council Chambers located on the Fourth Floor of the Municipal Building. The following Council Members were present: James B. Buckner, L.G. "Larry" Campbell Jr., Bryant Hood, Mayor Alonzo L. Jones, Barry Mayo, Vice Mayor Gary P. Miller, Sherman M. Saunders, J. Lee Vogler, Jr., and Madison J.R. Whittle (9).

Staff Members present were: City Manager Ken F. Larking, City Attorney W. Clarke Whitfield, Jr., and City Clerk Susan M. DeMasi. Deputy City Manager Earl B. Reynolds, Jr., was absent.

Mayor Jones presided.

INVOCATION AND PLEDGE OF ALLEGIANCE

Council Member Campbell gave the Invocation followed by the Pledge of Allegiance.

ANNOUNCEMENTS AND SPECIAL PRESENTATIONS

Mayor Jones thanked everyone for joining the meeting in person or watching at home, and to the individuals who have been sending messages regarding raises for employees, he wanted to take time to state that one of Council's priorities was taking care of its employees. Mayor Jones stated that he was taking this time to yield to the City Manager, Ken Larking and asked that everyone listen carefully.

City Manager, Ken Larking, made the following statement:

In 2021, Chief Booth approached me with serious concerns about recruitment and retention within the Police Department. After learning about how many open positions we had, the possibility of more to come, and a lack of interest in applying for the jobs, I decided it was necessary to provide an increase in pay for the department to solve the crisis at hand. This is despite my deeply held belief that all employees in this organization should be treated the same. Last year, I met with Fire Department employees during shift meetings to discuss concerns that they had about police officers getting an increase when they did not get one. I acknowledged that fact and explained what happened and why. I also heard concerns from them that their pay is not competitive with others. As a result, we had a pay study commissioned to look at fire department pay and other positions that we've had difficulty filling. The results of that study were shared with City Council last month. The study showed that there are several positions within the City below the market average for actual pay. The issue is not unique to the Fire Department, which is why I do not recommend that we single the fire department out for an adjustment. To do so would cause morale issues throughout the organization. It is one of my core beliefs that every employee should be treated as equitably as possible. In my career, I can think of only one time that I've made a decision or recommendation that strays from this belief. This was when police officers received an increase due to severe recruitment and retention issues following the aftermath of the murder of George Floyd. Also, if we were to blindly provide an increase for one set of employees without understanding the total cost to get everyone a competitive wage, we may find ourselves unable to pay for competitive wages for other positions, some of which are even further behind market than those in the Fire Department.

Every position within the City, except most sworn police officers, had a budgeted-for increase this month. This will move the average actual pay for fire fighters from 87% of market to 90% of market. We do not have enough funds in the current budget to provide any additional increases. Normally, we plan for employee increases during the annual budget process, which is just now starting. It is

January 3, 2023

exceedingly rare to do unbudgeted pay increases mid-year. If we can afford it this year and in subsequent years, I will propose a \$1,000 across the board increase for all employees (except most sworn police officers) in the current fiscal year, which will get the average actual pay for fire fighters to 92% of market. I plan to recommend another pay-for-performance increase in July. I recognize that all this is not enough to get everyone up to 100% of market, but I can't responsibly recommend doing something I am not sure we can pay for next year. We are in the third year of a normal five-year cycle for pay studies. While it is not unusual to be off the market in the third year, it is unusual how far off we are for some positions as compared to recent history. I believe that we should pay our employees a competitive wage, which is why we are moving forward with a new pay study so that we can address all the positions within the City that are below market. This is a more efficient way to use our limited resources and, if we have the funds, will likely lead to another increase. Every year that I have been City Manager, I have recommended, and the Council has approved, pay-for-performance increases. In addition, we have provided bonuses, increased holidays, improved retirement for public safety, increased paid leave (maternity/paternity), opened an employee health clinic, and more, to show how much we value and appreciate our coworkers. The study showed that Danville offers better benefits than most localities. These benefits are typically expensive to provide. We are just now beginning to get a picture of what next year's revenues and expenditures will be to maintain current service levels. Preliminary estimates show at least a \$1.5M shortfall in the General Fund operational budget and a \$14M shortfall in the capital and special projects budget. We do not have any extra funds in this year's budget to provide a mid-year adjustment. A budget amendment approved by City Council is needed to provide any additional pay. However, even if we determine we have enough this year, we must be confident that we can do it next year. Since employee pay is a yearly cost, we need to make sure that we can afford to implement increases for years beyond the current one. I will not know what we can afford until March. I want to avoid a situation that would have Council needing to consider service cuts or tax increases to pay for a decision we made in haste. The budget amendment under consideration by City Council on tonight's agenda may help fund the \$1,000 increase in the current year at an annual cost of \$920,000. It would be prudent to have a good sense that we can pay for a full year of this increase or any increase in the following budget before providing additional pay increases.

To sum up, I appreciate those members of the public who care deeply about the issue of employee pay. The City Council and I believe that our employees should be paid a competitive wage and we are determined to find a way to make that happen in a responsible way. The pay studies that we have conducted since I have been with the City have resulted in adjustments to minimum pay for all employees to make them competitive with the market. We are determined to continue this practice. We are conducting a city-wide pay study to get a sense for the total cost to implement an organization-wide solution to provide competitive pay for all employees. We should have the results by June. Once we can determine what we can afford, we will provide a \$1,000 wage increase to all employees, except police officers. We will continue to monitor our revenue and expenditure outlook, and if it looks like we might be able to afford more than that, I will make sure City Council is aware. If any employee wants to speak with me about the terms of their employment, my door is always open and I am happy to sit down and talk to anybody. If any member of the public has a concern that they want to express to me about this or any other matter, my phone number is 434-799-5100 and my e-mail address is klarking@danvilleva.gov. I will do my best to answer any questions or concerns that anyone has about any actions that I recommend. Sometimes we won't agree on the way I do things, or the way I recommend things but I would still ask that people treat each other respectfully in this conversation; I expect that of the employees of the City of Danville and I hope to have that from the public.

January 3, 2023

Mayor Jones thanked Mr. Larking for his presentation, and noted Chief Coffey had also spoken to him regarding the pay situation and was here tonight. Mayor Jones asked Chief Coffey to come up to the podium to speak.

Chief Coffey thanked Council for the opportunity to speak, wished them all a Happy New Year and thanked Council for all that they do. *I just want to take a moment to express my gratitude for the time and effort Council has put forth on the issue of firefighter pay. I can only imagine based on the emails that I have received how much of your time has been consumed with text messages, emails, Facebook posts, and I apologize for that. It is a difficult issue and I think that we all realize it did not happen overnight therefore, it is unreasonable to think that it can be fixed overnight. It's the perfect storm with COVID affecting everyone in different ways and I think that was a big contributing factor to where we're at today. Ken and I have talked and I am conflicted on this issue. My entire life I have identified as a firefighter even now as the Chief of your Fire Department I still identify as a firefighter and I'm still a firefighter today putting out different types of fires, obviously. Since the onset of this issue Mr. Larking will tell you that I have advocated for better pay for our firefighters. I know that I would not want to work for a leader that did not advocate for me, I do not want to be that leader that does not advocate for his people, and I know that you do not want fire chief that does not stand up for his men and women. I am fortunate that I only have 145 people that I have to take care of, and I know Ken has almost 1100 employees that he takes care of. Mr. Larking, I apologize. His job is not easy, and I recognize that. Maybe it is a level of maturity, I never thought that I would mature. Dr. Miller I know you like a good joke, and we will leave it at that. You know we often talk about the difference between the Boy Scouts and the fire department is that Boy Scouts have adult leadership. I think I finally reached that level of maturity where I recognize the difficulties that Mr. Larking has and the difficulties that you have as City Council. The program or ideas that Ken had to find their pay at the cost of reducing services or raising taxes is not favorable to anybody. So, it is not an easy decision. I have the insight of being a division director and being in those meetings. I see Mr. Larking's ideas for the future of the City and the investments that we make in our economic growth, will pay dividends down the road. I know that it's shortsighted not to recognize that. I know that I have some firefighters behind me today that think I'm selling them out, but that is not it at all. I honestly want to thank you for your time and the effort that you're putting into this. I thank you for fielding those questions and concerns from the community. I want my firefighters to know that I respect them for what they do, and I love them for the sacrifices that they make. Mr. Larking, I thank you for the time that you have put into this I know it has not been easy and this is not an easy fix. I thank you for your time and your diligence in finding a fix for us. Thank you.*

Mayor Jones thanked Chief Coffey for speaking.

Council Member Vogler stated that as a City they were blessed to have great citizens, blessed to have over 1100 employees, to have a City Council that works so well together, and they were blessed to have such a great City Manager. Originally, there was an agenda item for tonight that would have increased the salary of three of Council's employees including the City Manager. At the same time, the City was undergoing a process to evaluate the fair market value for all of the employees, many of whom were not being paid what they deserve. The City Manager believes, as does City Council, that they need to treat all of their employees with dignity and fairness. With that in mind, it would not be fair to increase the salaries of a few employees tonight while asking the other employees to wait. Therefore, tonight's agenda item has been removed. City Council will bring this agenda item back when they were able to address all of the employees later this year. Mr. Vogler noted, to make it clear the three employees they were referencing tonight do tremendous work for the City; they were blessed to have them. Tonight's action was in no way a reflection on how Council feels about their quality of work. Tonight's action was about fairness,

January 3, 2023

something that was very important to the City Manager and to City Council. Mr. Vogler stated he wanted to touch on something briefly because he thought it was important, and believes Council thinks it was important as well. Over the last few weeks there has been a lot of public conversation about employee compensation. As the City Council, they were very aware of this issue. The City Manager was very aware of this issue. They know there were a lot of City employees who were not being paid like they should, including the firefighters. They know other localities have passed Danville by when it comes to pay for City employees, including firefighters. They were working to make this right just as this City Council has done time and time again on important issues related to their employees. Paid family leave for City employees never existed in Danville before, it was this City Council that made it happen. Early retirement for firefighters never existed in Danville before, it was this City Council that made it happen. A top-notch health clinic specifically for City employees never existed in Danville before, it was this City Council that made it happen. Now it was time to make sure they were paying the City employees what they deserve, it will be this City Council that makes it happen. Mr. Vogler noted he appreciated the City Manager speaking with Council tonight and they all agree that the agenda item should be removed. They all will be working diligently in the months ahead to move this City forward and taking care of those who work so hard for the City.

Mayor Jones asked the City Manager, with his presentation, the possibility of increases would be three to four increases if the budget permits, was that correct and Mr. Larking explained if they count the pay-for-performance increase in June/July of 2022, plus the increase in January, plus the potential of \$1,000 per employee increase, and then another pay-for-performance increase in July 2023 (if there was room in the budget); that would be four in one 12-month period. Again, once they received the results from the pay study, they normally implement those changes, so there was a possibility of five within a 12-month period. Mayor Jones stated that within a calendar year there was a possibility of five increases for all employees, and Mr. Larking stated that was correct except for sworn police officers who have already received an increase as of last year.

Mayor Jones once again thanked Chief Coffey and Council Member Vogler for their comments, and stated, *one of the things they have been known as, was a City that worked together and cared about their employees. One thing that the public does not know that we do not do here in Council, is that we do not make threats to our employees, and we do not allow it. There have been behaviors that are unfit for our great City. When people ride past the City Manger's home blowing the horn and disrupting his family, this is not who we are. We can agree to disagree, but it is very disturbing when you just heard the City Manager say to City Council that we are working to give up to five raises in a calendar year. It is almost impossible for us to ask our citizens to increase their taxes so that this can happen right now because as Chief Coffey stated we have over 1100 employees to look to. I am going to open the public hearing as I always do but I ask that you be respectable, and I will not allow anyone to disrespect you and we will not allow anyone to disrespect Council or City staff. To the City Manager I want to personally apologize to you and your family for what you have had to endure, that's not who we are.*

COMMUNICATIONS FROM VISITORS

Mayor Jones recognized Geraldine Young, 157 Davenport Street, who spoke to Council about a situation regarding an issue she was having with the housing authority. She stated that when she moved here over a year ago she did so on housing vouchers through the Danville Housing Authority. Apparently, the woman that owned the house collected the money and did not properly do things as the Housing Authority requires. She and her son are now homeless and on top of that she has a chronic condition. She was looking for help and assistance for somewhere to live. Mayor Jones introduced them to Petrina Carter and asked that they speak with her before leaving tonight.

January 3, 2023

Mayor Jones recognized Mary Massie Barnes, 105 Saint Paul's Circle, who thanked Council for their help in getting benefits for school employees in 2014. Ms. Barnes commented on what Danville was known for and stated that Danville should be known as a community that was the new home of inclusivity, diversity, and progressive economics. Council were the leaders in that, she was very proud of them being her representatives here in Danville, and thanked them for what they were doing.

Mayor Jones recognized Robert Walker, 209 Oakdale Street, Martinsville, VA, who stated he has been with the fire department for twenty-one years and was currently a Captain. He wanted to make Council aware that January was Firefighter Cancer Awareness Month, reviewed chemicals that firefighters come into contact with when dealing with fires, as well as statistics of certain cancers that firefighters end up with over their career.

Mayor Jones recognized Travis Poteat, 274 Carolina Avenue, who spoke about issues with the fire department, stated that he understands that Council was concerned about pay and raising taxes was not something that can be done. Individuals who have been doing this for ten or fifteen years were not going anywhere because this was home. Mr. Poteat discussed the cost and time to train a firefighter and stated he appreciated being able to speak with Council about this.

Mayor Jones recognized Alan Plummer, 122 Benefield Street, who stated that he was there as a concerned citizen and in support of his brothers and sisters of the Danville Fire Department, noting their pay does not reflect their work. He resigned because the pay did not provide the cost of living that it takes to raise his family, the lack of competitive pay has caused many firefighters to move on and asked Council to do right by the firefighters.

Mayor Jones recognized Scott McNealy, 217 Swain Drive, who stated he was there as a concerned citizen who happened to be a retired fire fighter. He served the City of Danville for thirty four years and four months where he worked through the ranks and retired as a Battalion Chief. Mr. McNealy asked Council to pay the firefighters a fair market value.

Mr. Larking once again explained the pay study, the \$1,000 across the board employee pay increase and the other plans the City has to get pay plans up to date for all employees.

Mayor Jones recognized Gordon Bartholomew, 610 Mt. Cross Road, who thanked Council for all that they do and stated pay needed to be increased for all police, fire fighters, and emergency service personnel.

Mayor Jones stated that City Council appreciated everything their employees do and asked Council Member Vogler to go back over the items that Council has implemented for their employees. Mr. Vogler stated that paid family leave for City employees never existed in Danville before, it was this City Council that made it happen. Early retirement for firefighters never existed in Danville before, it was this City Council that made it happen. A top-notch health clinic specifically for City employees never existed in Danville before, it was this City Council that made it happen. Mayor Jones stated that Council was aware of what firefighters and all employees do on the job and that was why they were working to get a pay study completed to compensate employees fairly.

Mayor Jones recognized Norman Campbell, 2519 Hatchett Road in Penhook, VA who addressed Council concerning pay, retention, and hiring for firefighters.

January 3, 2023

Mayor Jones recognized Tom Collins, 909 Poplar Trace, who came before Council again to speak about the pay issues with the fire department, and questioned why would the members trust Council when they said they were going to do a pay study and fix it.

Mayor Jones stated that the comment made regarding why Council should be trusted was answered by Council Member Vogler when he stated the things that Council has done for City employees that had not previously been done by other Councils. They have mentioned what this Council was going to do along with the City Manager. Mayor Jones asked all firefighters to stand up and stated that it was mentioned that they were not Council's enemy, and Council was not theirs. The difference from their seat to Council's seat was that Council has over a thousand employees. Council appreciates what they do, they always have and always will.

CONSENT AGENDA

Council Member Campbell **moved** for adoption of the following Consent Agenda items:

Minutes from the Regular Council Meeting held on December 6, 2022. Draft copies of the minutes had been distributed prior to the meeting.

Consideration of Amending the Fiscal Year 2023 Budget Appropriation Ordinance for a Grant from the Department of Criminal Justice.

An Ordinance entitled, Ordinance No. 2022-12.07, an Ordinance Amending the Fiscal Year 2023 Budget Appropriation Ordinance by Increasing Revenue from the Virginia Department of Criminal Justice Services – Fiscal Year 2023 School Resource Officer Grant Program in the Amount of \$88,398 and Appropriating Same.

Consideration of Amending the Fiscal Year 2023 Budget Appropriation Ordinance for a State Aviation Grant

An Ordinance entitled, Ordinance No. 2022, an Ordinance Amending the Fiscal Year 2023 Budget Appropriation Ordinance to Provide for Additional State Aviation Grant Funding for the Purpose of Seal Coating the Shoulder Areas of Runway 13/31 in the Amount of \$68,057 and the Local Share in the Amount of \$17,014 to be Provided by Local Bond Funds and Appropriating Same.

Consideration of Amending the Fiscal Year 2023 Budget Appropriation Ordinance for Grant Funds from the US Department of Housing and Urban Development

An Ordinance entitled, Ordinance No. 2022-12.09, an Ordinance Amending the Fiscal Year 2023 Budget Appropriation Ordinance for Projects to be or Being Undertaken to Improve the Danville Community Financed with Community Development Block Grant Funds and Home Investment Partnership Funds from the U.S. Department of Housing and Urban Development, and Estimated Program Income for a Total Appropriation of \$1,236,545.

Consideration of Amending the Fiscal Year 2023 Budget Appropriation Ordinance to Fund Riverfront Park Construction and General Contingency

An Ordinance entitled, Ordinance No. 2022-12.10, an Ordinance Amending the Fiscal Year 2023 Budget Appropriation Ordinance by Increasing Revenues from Various Taxes to Fund Riverfront Park Construction and General Fund Contingency for an Appropriation in the Amount of \$2,500,000 and Appropriating the Same.

January 3, 2023

The Motion was **seconded** by Council Member Vogler.

Council Member Whittle stated Item F would take the extra funds out of meals and lodging taxes and appropriate \$2.5M a year towards the Park, and Mr. Larking explained that it was \$2.1M for the park and \$400,000 for General Fund contingency. The budget amendment anticipated additional revenue in those categories to help pay for those two things, to help fund the gap needed to fund the park and the \$400,000 for general fund contingencies. Mr. Whittle questioned why the City didn't use the \$4M they were receiving from the Foundation first and then wait for the casino money to come in, in the increments they know they are going to get, why allocate it at this point. Mr. Larking explained, in order to award the contract for the bid for the park they need the funds in place to award the main part of the contract. It was a one-time expense that they do not have to anticipate paying every year. Because staff knows they have that potential of additional new revenue this year and can project they were going to have it, they feel confident it was a safe appropriation to make in order to make sure that project moves forward. The \$4M from the Foundation was already anticipated in the cost. Mr. Whittle noted the City has a lot of things coming and they should be using someone else's money first besides taxpayers; why don't they use the donations towards the park for this. Mr. Larking stated they have received between \$5M and \$6M in donations towards the park. Those donations were part of what was paying for the park. It was necessary to have all the money budgeted in order to award the bid.

Council Member Vogler stated he wanted to clarify that it was not \$2.5M per year, it was a one-time deal. The Park was initially \$10M when it was first discussed; the Park being built was contingent on this vote tonight, the pier will be a separate vote. Mr. Larking confirmed the park was contingent on the vote tonight and the pier will be a separate vote. The concern was that the individuals who donated money to have the park built were expecting it to be built the way it was presented and if it was not they may change the amount of their donations.

Council Member Campbell stated that the Foundation sponsored several members to go to other cities to see how they have developed their rivers. The longer the City waits, the more money they lose because costs were going up. Reverend Campbell stated he hoped they move forward on this and put it into action.

Vice Mayor Miller stated that inflation went up 6% since last year and was projected to go up another 3 to 4%; the longer they wait to start this park, the more it was going to cost them. The more they delay, the more expensive it was going to get. It was time, they have money allocated, they have a decent bid, and they need to do it now. Council promised their citizens years ago this park, and they have invested a lot of money.

Council Member Vogler stated he wanted to see this park get started. The pier and the dam removal were interlocked, was the dam still coming down regardless of the pier being built. Mr. Larking stated he could not give specific answers to those questions but in order to get a permit for the pier it was important to have the dam removed for the federal permit.

The Motion was carried by the following vote:

VOTE: 8-1
AYE: Buckner, Campbell, Hood, Jones, Mayo,
Miller, Saunders, and Vogler (8)
NAY: Whittle (1)

January 3, 2023

NEW BUSINESS

CONSIDERATION OF AMENDING ARTICLE 3.L OF THE ZONING CODE OF THE CITY OF DANVILLE, VIRGINIA

Mayor Jones opened the floor for a Public Hearing regarding Amending the Zoning Code. Notice of the Public Hearing was published in the *Danville Register & Bee* on December 20, 2022 and December 27, 2022. No one present desired to be heard and the Public Hearing was closed.

Council Member Buckner **moved** for adoption of an Ordinance entitled:

ORDINANCE NO. 2023-01.01

AN ORDINANCE AMENDING CHAPTER 41, ENTITLED "ZONING ORDINANCE" OF THE CODE OF THE CITY OF DANVILLE, VIRGINIA, 1986, AS AMENDED, MORE SPECIFICALLY, TO AMEND ARTICLE 3L., ENTITLED "TW-C, TOBACCO WAREHOUSE COMMERCIAL DISTRICT", TO ADD ITEM 16, ENTITLED "SINGLE FAMILY DWELLING (ONE PER PARCEL)" AS A USE PERMITTED UNDER SECTION C., ENTITLED "USES PERMITTED BY SPECIAL USE PERMIT".

The Motion was **seconded** by Council Member Whittle and carried the following vote.

VOTE: 9-0
AYE: Buckner, Campbell, Hood, Jones, Mayo,
Miller, Saunders, Vogler and Whittle (9)
NAY: None

CONSIDERATION OF GRANTING A SPECIAL USE PERMIT AT 820 LYNN STREET

Mayor Jones opened the floor for a Public Hearing regarding a Special Use Permit at 820 Lynn Street. Notice of the Public Hearing was published in the *Danville Register & Bee* on December 20, 2022 and December 27, 2022. No one present desired to be heard and the Public Hearing was closed.

Council Member Vogler **moved** for adoption of an Ordinance entitled:

ORDINANCE NO. 2023-01.02

AN ORDINANCE GRANTING SPECIAL USE PERMIT APPLICATION PZ22- 00235, FILED BY RICK BARKER ON BEHALF OF RJB HOLDING, LLC, REQUESTING A SPECIAL USE PERMIT TO ALLOW A SINGLE-FAMILY DWELLING (ONE PER PARCEL) IN ACCORDANCE WITH ARTICLE 3.L., SECTION C., ITEM 16. OF THE DANVILLE ZONING ORDINANCE AT 820 LYNN STREET (PARCEL ID #22279).

The Motion was **seconded** by Council Member Whittle and carried the following vote.

VOTE: 9-0
AYE: Buckner, Campbell, Hood, Jones, Mayo,
Miller, Saunders, Vogler and Whittle (9)
NAY: None

January 3, 2023

CONSIDERATION OF REZONING PARCEL ID #S 50288, 50289, AND 54809 - NORTH MAIN STREET

Mayor Jones opened the floor for a Public Hearing regarding Rezoning Parcels on North Main Street. Notice of the Public Hearing was published in the *Danville Register & Bee* on December 20, 2022 and December 27, 2022. No one present desired to be heard and the Public Hearing was closed.

Council Member Buckner **moved** for adoption of an Ordinance entitled:

ORDINANCE NO. 2023-01.03

AN ORDINANCE REZONING PARCEL ID #'S 50288, 50289, AND 54806 (NORTH MAIN STREET) FROM HIGHWAY RETAIL COMMERCIAL SUBJECT TO "CONDITIONS" TO HIGHWAY RETAIL COMMERCIAL (HR-C).

The Motion was **seconded** by Council Member Whittle and carried the following vote.

VOTE: 9-0
AYE: Buckner, Campbell, Hood, Jones, Mayo,
Miller, Saunders, Vogler and Whittle (9)
NAY: None

COMMUNICATIONS

There were no Communications from the City Manager, City Attorney or City Clerk.

Vice Mayor Miller thanked all the citizens and staff that joined the meeting tonight, and thanked Chief Coffey and members of the fire department for coming and sharing their opinions. They appreciated their City employees and do not want to lose employees in any department. It was important that they compensate the employees with a fair salary. The City Manager has a hard job because he has to come up with the money, this was the taxpayers money, and Council has a charge to make sure they spend the money wisely. Dr. Miller noted they wish their best to Council Member Hood who had a harrowing experience the other night. Dr. Miller noted he did have a question for the City Manager concerning substations, there have been a lot of people attacking substations, does the City have cameras on these substations and Mr. Larking noted there were cameras that monitor all of the City's substations.

Council Member Vogler thanked everyone for coming out tonight and thanked all the firefighters who were there this evening. Mr. Vogler noted he talked about this at the last meeting, but a couple of weeks ago he and his son were in a car accident, and would like to again thank the Life Saving crew, police officers, and certainly the firefighters who were there within minutes. Mr. Vogler stated that budgets were about priorities and for him this year in the budget process, the top priority will be to do everything they can to make sure their City employees were being paid what they should be. Mr. Vogler wished everyone a Happy New Year.

Council Member Whittle congratulated Mayor Jones and Vice Mayor Miller for being reappointed earlier in the day, and stated if you keep spending money you can't take care of your top priorities.

Council Member Buckner thanked all the citizens that came out tonight, and thanked all the firefighters who came out, it was always great to hear from them, and they will work diligently

January 3, 2023

towards a resolution just as soon as possible. To the City Manager, thanks for all the work he does to make sure these things happen, and thanks to all the Council members as well.

Council Member Campbell wished everyone a Happy New Year and stated this was going to be a great year for the City of Danville. Prosperity was here and greater prosperity was coming. They have a good Council, good Mayor, a good administration and they work together well. Sometimes they agree and sometimes they disagree but even when they disagree, they don't make it personal. Reverend Campbell noted he was very much concerned about the firefighters and all 1100 employees of the City of Danville; they want their people to be paid right, and was for the study and their people being taken care of.

Council Member Hood noted there was a saying that goes "don't allow yourself to be knocked off your square" and even though they sometimes go through trials, it's the comeback that was the most impactful. This City has been excellent to him, this Council has been excellent to him, and moving forward citizens will see the dedication they have to their City employees, and to their firefighters. Firefighters were appreciated, and Council wants to assure them that the City of Danville will continue to do what was best to not only serve them all, but to serve the City.

Mayor Jones thanked everyone for being here tonight.

ADJOURNED: 8:43pm.

APPROVED:

MAYOR

ATTEST:

CITY CLERK