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Albemarle County Board of Supervisors Annual Organizational Meeting, Wednesday, January 7, 2026

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[00:00:00] name is Jeff Richardson, and I am calling the meeting to order today to announce that this meeting is the annual organizational meeting of the Albemarle County Board of Supervisors. I will be presiding over this meeting until the election of a chair, after which time I will pass the meeting over to the newly elected chair for the calendar year 2026. I'd like to take a moment to recognize Andy Herrick, our county attorney, who is also with us today, as well as Claudette

[00:00:35] Borgeson and Travis Morris from the clerk's office, who is with us today. In addition to that, as always, the case with Alburo County, we'd like to recognize our police officers or who are here today from the Alburo County Police Department. With us today is Officer Dylan Shiflett. Thank you for being here, as well as Lieutenant Angela Jamerson, thank you so much for being here today.

[00:01:01] At this time, I'd like to ask our members of the audience and our organization to join me, stand if you can, for our Pledge of Allegiance. I pledge to the flag of the United States of America and to the republic for which it stands, one nation, a better God, indivisible, with liberty and justice for all.

[00:01:30] If you would, please join me in a moment of silence at this time.

[00:01:56] Thank you. At this time, we will go into the annual organization work of this board. Item four is the election of the chair. We do have all board members here today.

[00:02:14] Included in that is Fred Missel, newly elected to the board. Welcome, sir, to the Albemarle County Board of Supervisors. And Sally Duncan, thank you, Ms. Duncan, for your service. Welcome to the Board of Supervisors. Okay, board, at this time, we will conduct the election of the chair, and I open the floor for nominations for the chair of the Board of Supervisors for calendar 2026.

[00:02:38] I would like to nominate Ned Galloway as chair for 2026. Is there a second? Second. Okay, we have a nomination from Ms. Malick, a second from Ms. Lapisto currently. Board, at this time, I would ask, are there any other nominations for chair of the board for 2026?

[00:03:04] For there being no further nominations, the nominations are now closed. Is there a motion to elect Supervisor Galloway as chair? No moved. Second. There's a motion and a second. Would you please call the roll?

[00:03:23] Ms. Duncan? Yes. Mr. Galloway? Yes. Ms. Pisto-Kirtley? Aye. Ms. Mallett? Yes. Ms. Missel? Aye. Mr. Pruitt? Aye. The motion to elect Supervisor Galloway as chair passes.

[00:03:39] Congratulations, Supervisor Galloway. we will now take a moment to switch over and get the chair over to the spot to preside over the

[00:03:48] remainder of the meeting. Board, thank you for your confidence in having me serve as chair for

[00:04:42] 2026. And the next item, we will get to our election of the vice chair. And I open the floor for nominations for vice chair of the Elmore County Board of Supervisors for 2026. I would like to nominate Fred Missal for vice chair. Second. All right. Are there any other nominations for vice chair? Hearing none, the nominations are now closed. Is there a motion to elect Supervisor Missal as vice chair? I make a motion to elect Supervisor Missal as vice chair. Second.

[00:05:23] All right. The motion has been made and seconded. Without objection, if you would please call the roll. Ms. Duncan? Yes. Mr. Galloway? Yes. Ms. Alpista-Kirtley? Aye. Ms. Malik? Yes. Mr. Missel? Aye. Mr. Pruitt? Aye. Very good. Congratulations, Mr. Missel. Thank you. I'm honored. All right. Continuing with some of the other appointments we need to make, number six, I'm going to do this in two separate motions. First, we need to appoint our clerk.

[00:05:57] Is there a motion to appoint Claudette Borgerson as our clerk? So moved. All right. Motion has been made and seconded. If there are no objections, if you would please call the roll. Ms. Duncan? Yes. Mr. Galloway? Yes. Ms. Lapisto-Kirtley? Aye. Ms. Malik? Yes. Mr. Missel? Aye. Mr. Pruitt? Aye. Very good. Thank you, Claudette. Congratulations. And then the second, is there a motion to appoint Mr. Travis Morris as the senior deputy clerk? So moved. Second.

[00:06:29] Right. Motion has been made and seconded without objection. If you would please call the roll. Ms. Duncan? Yes. Mr. Galloway? Yes. Ms. Lapisto-Kirtley? Aye. Ms. Malik? Yes. Mr. Missel? Aye. Mr. Pruitt. Aye. Very good. Congratulations, Travis. Thank you. That will take us to item number seven. This is our board 2026 calendar. This sets the days, times, and place for regular meetings for calendar year 26 in January of 27. You all have your sheet in front of you. I want

[00:07:02] to note two changes to the official calendar. The first, on February 4th, the recommended time was 10 a.m. we are going to move that time to 1 p.m. on the 4th so normal meeting time and then on

february 18th the time has been changed to 3 p.m. as the start date so a little later on that day now you have the list of calendar dates and times are there any questions or comments or concerns

[00:07:38] about the board calendar by any supervisor very good then we would need a motion to adopt the resolution establishing the day's time and place for its regular meetings for calendar year 26 and January 27. As amended. As amended. Yes, sir. So moved. Second. All right. The motion was made by Mr. Missal, seconded by Ms. Malik. Is there any further discussion? All right. If you would please call the roll. Ms. Duncan. Yes. Mr. Galloway. Yes. Ms. Lepiso-Kirtley. Aye. Ms. Malik. Yes. Mr.

[00:08:14] Missal. Aye. Mr. Pruitt. Aye. Very good. We have a calendar. Thank you, board. The next item, we're going to go through a series of board rules policies and operating guidelines the first is the adoption of the 2026 board rules of procedure mr harrick do you have any comments or anything you would like to set set this up mr chair just briefly um as though as the board is aware uh with the organizational meeting each year the board adopts or re-adopts uh both uh the rules of procedure and policies i have presented to the board uh the same rules and policies that the board that this board adopted at the organizational meeting last year I know that there's been some

[00:08:52] comment about possibly changing some of the the policies but again what's before you at the moment is the same policies and procedures as last year I'm certainly open to amending any if if the board wishes and with that I'm happy to take any questions that the board might have all right I'll go through an order on this one just to have a chance to ask any clarifying questions or any concerns. Supervisor Malik, you are first today. Any questions, concerns here? I had asked Attorney Herrick about the need to have actually disturbing as a word. I understand from your response that

[00:09:31] that is in state code and therefore should be kept in. The suggestion I made was because trying to eliminate any kind of inconsistency, I guess, when you have, well, it is or it isn't actual or not if you're disturbing poof that's done so that was my intent and if you have a suggestion to match that intent then that's great otherwise i will quiet it so i think you had suggested in your wording right and as i indicated to the board there are there are first amendment concerns with with amending and we're referring to a rule 6f1c on page i believe it's nine

[00:10:09] of the proposed rules, where in order for the, it requires that public speakers not engage in speech or other behavior that actually disrupts the meeting. Again, there are First Amendment issues with altering that. I did provide some suggested language that perhaps that could be amended to actually disrupt or significantly threatens to disrupt. I'd be happy to make that change if the board wishes. And I think where it's been used in the past has been when someone from the audience is the one who is causing the disruption. There's no decision. You're not being

[00:10:44] recognized to speak. And so there doesn't seem to be a First Amendment issue in that circumstance. Is that correct? This rule specifically regards to what citizen comment is during public hearings. Okay. So you're thinking it addresses the person at the podium as opposed to someone in the audience.

[00:11:01] That's correct. And again, there are First Amendment protections for speakers at public meetings. Well, if it's limited to the person at the podium, then I will withdraw my question. thank you. Thank you. Supervisor Pruitt, any questions, comments here? I don't believe I have any questions or comments. Supervisor Lapisto-Kurt? No comments, thank you. Supervisor Miss, no questions or comments, thanks. Supervisor Duncan? No questions. All right, very good. I do not have any questions

here. So is there a motion to adopt the draft amended rules of procedure, attachment A? So moved. Second. All right, the motion has been made and seconded. Without objection,

[00:11:40] if you would please call the roll. Ms. Duncan? Yes. Mr. Galloway? Yes. Ms. Lapisto-Curtley? Aye. Ms. Mallett? Yes. Mr. Missal? Aye. Mr. Pruitt? Aye. Very good. Thank you, board. The next one is the adoption of the board policies for 2026, and I'll just quickly go through to see if there's any questions or comments here. Supervisor Mallett? No, thank you. Supervisor Pruitt? Nothing here.

[00:12:07] Supervisor Lapisto-Curtley? Done. Thank you. Supervisor Missal? No, Chair. Supervisor Duncan? nope and i do not have any so we were looking for a motion to re-adopt the policy's attachment a so moved second all right without objection if you would please call the roll miss duncan yes mr galloway yes miss lopista kirtley hi miss malik yes mr missle hi mr pruit hi very good those are adopted so item c the adoption of the board of supervisors operating guidelines this

[00:12:42] often addresses items related to the county executive and other board members as well. Mr. Richardson, do you have any comments here you would like to make? Mr. Chair, thank you very much. The first thing I would say is that the operating guidelines as they exist today have been in effect since 2016. And as I look across the board of supervisors, Ms. Malik has tenure back to 2016.

[00:13:05] So she was actually on the board that crafted with the help of an outside consultant the operating guidelines, which really I have found in my tenure here as county executive, I found these to be exceptionally helpful in reminding the staff how we work best to support the board, our work with the board, roles and responsibilities. And certainly, Mr. Chair, if there's anything today that the board would like to explore, feel like we need to tweak, the staff is happy to respond and do whatever the board would like within the realm of our form of government. We'll be happy

[00:13:41] to do that but again i thank the board and i would also say that this is regarded as the best practices we have been asked to present at nationwide conferences on on these guidelines and how they help to set a nice framework for roles and responsibilities with both the board and the staff as a partnership in the work that we do so thank you sir thank you mr richardson and i'll go through our order for any questions or comments here supervisor mallard thank you very much. I have appreciated the wording as it is given. And while I sometimes forget to copy somebody

[00:14:18] and have to go back and do it three seconds later, I think it has worked very, very well. And certainly something I've shared amongst the VACO staff when they've asked for guidance on how we do things. I will make one sort of discussion, I guess, on number four, not suggesting any change. But as we go forward I want to share how important it is I think that we include in number four ceremonial functions whether it is the cutting of a ribbon at some new adventure or something like that staff

[00:14:53] works very hard often with representatives of other governmental levels state and federal to set these things up and I think unless a board member is particularly and officially involved in the ceremony that we need to be in the audience and not sort of step over and try to interject along the way. And so I just wanted to share my understanding with that so that that would be on the record. Thank you very much. All right. Thank you. Supervisor Pruitt, which item was that speaking? Number four, about how we work with staff. I would just similarly reflect on this

[00:15:32] and maybe, frankly, a slightly different perspective. I share sometimes with our own staff leadership that my own philosophy of government in the same way that we have a system of checks and

balances at our federal level between the executive and legislative. I think there, and an anticipated tension between the executive and the legislative branches in, uh, in the federal government. I think there is a, a fundamental and an intentional tension that exists between staff and politically elected persons that is comparable to the legislative and executive branches. I think that's important. I think it's also important that we as the legislative body

[00:16:07] live into that role. That being said, I still very much support and appreciate these as a level setting and a professional tone setting baseline for us to proceed in what I do think should be a relationship in which we work out tensions, in which we do have rebuttals and counterpoints.

[00:16:30] So thank you. Thank you, sir. Place for everything, that's for sure. Thank you. Thank you, sir. Supervisor Lupisto, currently? No other comments. Thank you. Supervisor Missal? Only to say thanks for highlighting the benchmark nationally that this county has achieved, and that's great work.

[00:16:46] And secondly, thanks as the new guy for onboarding us and sharing these with us and helping us to understand them. It was very helpful. Supervisor Duncan? No comments. And I would just simply remark that it's always been interesting to me at JECO when I'm an audience member or in a session.

[00:17:05] Sometimes when these type of things come up, we will get cited or noted that we have these in place. We're not the only county that has them in place, but we're one of a handful that do to the best practices point that Albemarle is known for handling that. And other boards will sometimes ask us about it because it helps clean up some things that they struggle with.

[00:17:25] So I'm grateful to the past board for establishing that. All right. If there are no changes, then we need a motion to adopt the Board of Supervisors operating guidelines for high quality governance provided in attachment A.

[00:17:40] So moved. Second. All right. The motion has been made and seconded. And without objection, the clerk would call the roll. Ms. Duncan? Yes. Mr. Galloway? Yes. Ms. Lepister-Curtley? Aye. Ms. Malik? Yes.

[00:17:56] Mr. Missal? Aye. Mr. Pruitt? Aye. Very good. Got through that. Nice. Very good. All right. That will bring us to the normal type things that we do. So we are at the adoption of the final agenda. Are there any changes to be made to the final agenda?

[00:18:15] All right. Hearing none, is there a motion to adopt the final agenda? I'm moved. Second. All right. The motion has been made and seconded. Without objection, if the clerk will call the roll. Ms. Duncan? Yes. Mr. Galloway? Yes. Ms. Lepisto-Kirtley? Aye.

[00:18:31] Ms. Malik? Yes. Mr. Missel? Aye. Mr. Pruitt? Aye. All right. Thank you, board. And number 10, we can move to brief announcements by board members for the new year. Supervisor Malik, you're up first. Thank you. I will seek indulgence for an extra minute because I do want to have a sort of happy new year of comments here. First to welcome our new colleagues, Sally Duncan and Fred Missel, both residents of the rural area. Half the board members and half the county population from the rural area has a nice balance to it. We all certainly

[00:19:05] represent our urban areas as well, of course. We know that issues we face are not separated in rural or urban, but affect people all over the county. We will do well to resist when advocates seek to divide, to question the intent of fellow county residents. We all want the same outcome, a county which is

a wonderful place to live, to work, and to raise a family. Much has changed since my 1950s childhood here, but those mid-century experiences have built who my generation is today. We appreciate the blessings we've received and want the best of the past to be carried forward to our children and grandchildren. In my generation,

[00:19:43] a country childhood meant fewer available activities. Mom did not drive me to town for Girl Scouts, but said, go play outside. Through those actions, local government also can appreciate nature for its own sake. These natural benefits that country children have, often due to no choice, benefit everyone as well as nature. I find omens comforting. Seeing three eagles at the farm over the December break gives me hope. I hope that county leaders have courage to step up on elements of the comp plan implementation, soldier on with the zoning modernization, while finishing projects

[00:20:19] which have long been in process. Just this week, residents reached out for help because they were denied access to their family cemetery on which land had recently been sold. This is just one example of the many elements in our 2044 comp plan, which calls for inventory and mapping of private county cemeteries. All new owners of property need to know their obligations regarding a cemetery on their newly purchased land. Knowledge will enable these owners to comply with a long existing state law. Last week, residents of Northern Albemarle faced a boil water notice.

[00:20:53] One important way to stay informed is to sign up for COA emergency alerts through the county website. ACSA and other utilities can then use Reverse 911 to keep you informed. [HTTPS communityemergency.org](https://communityemergency.org) is a way to sign up. You can choose the way to do it. It is incredibly helpful and important. Five years ago, the county received General Assembly authorization to adopt an ordinance requiring sidewalks to be shoveled for the safety of pedestrians, such as folks walking to the grocery store or kids walking to school. While it may not snow often, saving the life of one pedestrian carrying their groceries in the road on hydraulic road due to unshoveled

[00:21:33] sidewalks is worth the effort. In 2010, the county adopted a safer chemical policy to prevent use of pesticides on playing fields and harsh chemicals in washrooms and public buildings. Strengthening the process for this policy to achieve its original intent and prohibiting the placement of plug-in oils and other fragrances as well as fragrance and antimicrobial soaps in washrooms are essential. Visitors and staff are made ill or uncomfortable by these fragrances and should not have to confront them in a place of business. In their home is their choice, but not in a public

[00:22:09] place. I so look forward to working with everyone and our community for this year, and Happy New Year. Thank you. Thank you. Supervisor Malik. Supervisor Pruitt. I'm not sure I have much. I would briefly observe the balance of power and several important distinctions on the board has shifted. We are now in a position where we have a 3-3 split on I versus yes. Not sure if anyone else noticed this. It was immediately apparent to me. I thought it was a 2-4 still. No, no, no, it's a 3-3 now. And I would just reflect to our community at large that there are, I'm sure,

[00:22:48] other issues that the balance of power has shifted on beyond yes and I. When we have new members of government. I think it will take them a while, maybe, to fully discern how they fall on certain issues. It certainly took me some time to fully discern how I fell on certain issues that come before us frequently and to feel out my own heuristics on these. I'm sure they will be going through that same iterative process, and you as the public should be engaged in that along with them. Find where those lines cut in your board so that you understand and can be a well-engaged

[00:23:24] member of the public and know how to use your own role in shaping policy moving forward because the balance of power has shifted. That's all I have. Thank you. Thank you, sir. Supervisor Lapisto-Kirtley. Thank you. I really, well, my first announcement is that the Albemarle County Fire Rescue Foundation now has a 501c3 status. So that is very exciting. They can start raising money for our fire rescue department. That's the big one I wanted to say. But this year or this

[00:24:01] coming year, I'm looking forward to continuation of our modernization. This is something that as a county we need to do in order to keep up with what is happening in the world. I like the idea that we're looking forward. Decisions have been made in the past, some of which have been good, some of which have not been good, but were made during the time and hopefully they thought it was good.

[00:24:29] But looking forward to making sure our economic decisions benefit our county. I mean, that's extremely important. Responsiveness to our constituents, keeping more and more constituents connected and informed through our newsletters, through our e-mails, is extremely important in this age of Internet.

[00:25:00] And we now have Internet, and I think our Internet, everyone will have Internet, and what I understand it will be by spring of 26. We have some outliers, and we're working on that. So these are the things that I'm excited about and look forward to making sure we implement.

[00:25:20] Thank you. Thank you. Supervisor Missal. Thank you, Chair. And thank you to my new colleagues. I'm really looking forward to working with you all. I'm not in the habit of reading things into the record, but I want to take a moment just to thank a few people. If you guys will indulge me as commissioner, I'm going to be calling people commissioner now. Supervisor Malik mentioned.

[00:25:41] I'm honored by the nomination to serve as vice chair, truly, and I'm humbled by the confidence you all placed in me. It's a little daunting, but I'm looking forward to trying to measure up. And I'm especially honored to serve these people of Albemarle County.

[00:25:57] I'm grateful to existing and past board members also for your mentorship as you've sort of brought me through this process, and also grateful to Supervisor Pruitt for being your planning commissioner for the past several years.

[00:26:12] Before looking ahead, I also want to recognize and thank the residents of Samuel Miller District for entrusting me with this responsibility. I'm also grateful to the many community members, volunteers, and supporters who have engaged throughout the past year through public comment, neighborhood meetings, commission work, and countless conversations.

[00:26:30] Their participation reflects the strength of the local democracy and reminds us that our decisions have a direct impact on each person's daily life. As we turn toward the year ahead, I believe 26 will be defined by both opportunity and responsibility. We anticipate major decisions on land use and growth management, advancing our work on affordable and workforce housing.

[00:26:53] With the realities of AstraZeneca on the horizon, we need to be strategically and physically positioned to welcome them to the county. And I certainly see this, as I know everyone else does, as a huge lift over the past or the next several years. We obviously need to deliver.

[00:27:10] We're moving into budget season. I've got a lot to learn. I'm looking forward to following with discipline and focus on our financial aspects and our financial budgeting and stewardship. Personally, I

look forward to focusing on three areas, strengthening smart growth, expanding partnerships in housing, and fostering communication and transparency.

[00:27:33] So with that, again, thank you to everybody, and I look forward to a great year ahead. Thank you, Supervisor Missile. Supervisor Duncan. I thought about writing something and didn't, and I wish I would have. I just want to say thank you. I'm very excited to do this work and to work with you guys and getting to know you over the summer and the fall has been really great.

[00:27:55] Staff, their preparation and getting us ready for this has been just really fantastic. They are excellent. And so, yeah, it is an honor to do this. I don't take this job lightly. I really believe in the power of local government.

[00:28:11] And so I'm just really excited to do this more and to learn more about my community and my neighbors and to really serve and work with people in this way. Thank you, Supervisor Duncan. I'd like to also offer two thank yous. One, this is the start of my third term representing the Rio District on this board.

[00:28:30] And we often talk about our newest folks and the learning curve that they must do. But I think you both should know that we are all still learning. Every day. every single day of how to be better supervisors and better representatives of our citizens. I'm very grateful to them, not just for their faith to have me again serve as the supervisor from the district, but also this past year, I found some pretty significant event happened to me and my family in 2025, and the care and concern that my immediate and the whole county

[00:29:05] community showed during that was invigorating and very much appreciated, and I've reflected on that a lot over the last couple of weeks as we've moved into the new year, very much looking forward to, while still learning from my constituents how I can best serve them, to do my best to say, all right, I'm not perfect, but I'm going to listen and try to make the decisions and explain how I think about them so that you can understand why I vote the way that I do vote. I also want to recognize getting into my third term that time spent does not equate

[00:29:41] to expertise. It may equate to experience, but it doesn't make me an expert just because I've had additional years here. So I'm keeping that on mind as we go into this year. Back we took the oath a few weeks ago. I'm always, that's what's humbling to me because that's our time to affirm with each new term, whether it's your third or your first, your commitment to the county, to the state Constitution and to the United States Constitution, which I did with honor a few weeks ago in December and looking forward to my actions to follow up and back up that oath of office. So thank you also for

[00:30:20] appointing me chair and I look forward to working with Fred to be a solid leadership team and working with all of you to again be an effective board in our area. A few weeks ago I had the opportunity to spend some public discussion time with Supervisor Tony O'Brien from Plovana County and Supervisor Jesse Rutherford from Nelson County. We had a good time. We're fellows on the commissioner of the Thomas Jefferson Planning District Commission. And you could probably say between me and then going through Tony to Jesse that you've got quite the political divide when it comes to what we would typically say are the issues that you could place R's or D's to.

[00:30:59] And all of us, 95% of the things we talked about were local issues that were shared amongst our counties and really didn't amount to anything about R's and D's. And when we did discuss the things that

might rise to some level of partisanship, we did so with respect of one another.

[00:31:15] And that's one of the phenomenal things that I think about going into this third term. Our Planning District Commission is a footprint of six localities, shared by Fluvana and Nelson at Charlottesville Green and Louisa. And we're only as successful as our neighboring counties are in this region. and we all appreciate that and are all focused on that so I'm looking forward to the continued work and partnerships with our surrounding counties and neighbors to make sure our region is one that is vibrant and all our constituents can benefit from so looking forward to the year ahead thank you all for that indulgence all right that will move us to item 11 public comment this is on

[00:31:55] matters previously considered or currently pending before the board and Mr. Vice Chair gets his first to go at reading the rules unless you would like some assistance with that one well if you go to the blue folder blue folder good thank you uh this one yeah i think you've had you'll see that with the planning commission it's a similar similar thought process behind it sounds good all right um during the time set aside for public comment on matters previously considered or

[00:32:31] currently pending before the board other than scheduled public hearings individuals may address the Board of Supervisors concerning matters previously considered by the board or matters that are pending before the board, other than items listed on the agenda for public hearing. Individuals are allowed one opportunity of up to three minutes to speak to each board meeting.

[00:32:49] A sign-up sheet is managed by the clerk's office. Up to 10 persons may speak during each matters for the public session. Timekeeping is conducted through a timer and a light system at the podium. The green light will go on when you begin speaking, which begins your allotted time.

[00:33:05] The yellow light indicates you have one minute to finish speaking. The red light indicates your time has expired and you will be asked to end your comments. In order to give all speakers equal treatment and courtesy, the board requests that speakers adhere to the following guidelines. When addressing the board, state your name and if you live in Albemarle County, your magisterial district.

[00:33:25] Address number two, address comments directly to the board as a whole. Number three, any written comments or other supporting material may be given to the clerk. Number four, if representing a group or organization, you may ask others present to raise their hands in recognition.

[00:33:43] Speakers may not share any unused time with another speaker. Back and forth debate is not permitted and do not speak from your seat or out of turn. All comments are live streamed, recorded and published on the Albemarle County website. So we have Mr. Gary Grant, who'd like to come forward.

[00:34:10] Good afternoon. Hey, thank you. As a former reporter, you gave away who was the chair and the vice chair because Ned sat where Mr. Richardson sits and Fred sat where the rules dictator always sits. So in the future, you'll keep us more in suspense.

[00:34:31] It's the first time I've thought of myself. I am Gary Grant, Rio District. I'm attending a free class once a week this month designed to help people with their communication skills. It's called conscious communication.

[00:34:50] The goal is to help us speak from the heart instead of our head. Our first class yesterday was on self-empathy. Future lessons are supposed to guide us toward being less judgmental and more empathetic toward others. However, we were also told yesterday that more empathy does not mean we have to be less

direct in what we feel or what we say. So, not yet being a conscious communication graduate, here's how I feel today about a few Albemarle County items,

[00:35:29] hoping you will grant me whatever empathy you have. Number one, an Albemarle supervisor spouting the F-word during an open public meeting with the Albemarle School Board wholeheartedly disgusts me.

[00:35:47] And being unaware that any apology has yet been expressed about his F-word use, I'm not close to empathy in this matter. Number two, the Albemarle County Executive Sending me a form letter explaining how I, rather than he and his staff, should now do all the work to protect myself from his and his staff's lack of security related to my personal information infuriates me.

[00:36:25] And again, I'm wholeheartedly far from being empathetic yet on that issue. And number three is in the form of a question that I'm awaiting future conscious communication instruction on. The question is this, how can I ever become wholeheartedly empathetic with Albemarle government's euphoric financial feelings related to INGIC, DIA, and AstraZeneca

[00:36:58] when my real estate taxes keep skyrocketing while this board lies in bed with the War Department and Big Pharma. Thank you. Next, we have Alicia Lenahan. Good afternoon and Happy New Year.

[00:37:34] My name is Alicia Lenahan. I live in the Scottsville District. You each have a copy of the resolution condemning non-transparent federal immigration enforcement tactics and affirming community safety principles. It was originally presented in July 2025, has been read into the record at previous meetings, and is supported by the community.

[00:37:56] The resolution doesn't include anything radical or unreasonable. It does draw a bright line between local law enforcement and ICE, a force intended to become a national paramilitary organization answerable only to the president. The Albemarle County Police Department and Sheriff's Department have not entered into 287g agreements with ICE. It is my understanding that the police are no longer providing assistance through the operational initiative signed in January 2025. It is also my understanding that they don't inquire about immigration status, but may collaborate with

[00:38:30] ICE and that their policies generally align with federal requirements. I've been asked why I continue to advocate for our immigrant and refugee neighbors, because the actions being taken against them are morally indefensible and illegal. And because history has taught us again and again that this cruelty is only the beginning, we are all called upon to take a stand during these increasingly dangerous times. I'm sure you're familiar with They Came For, the famous poem often attributed to German pastor Martin Niemöller that warns against indifference to injustice, stating that

[00:39:09] when oppressors target specific groups and others remain silent because it doesn't affect them, Eventually, no one will be left to speak up when they come for you. The phrase highlights the dangers of inaction and the interconnectedness of human rights serving as a powerful call to conscience against indifference and cowardice.

[00:39:29] Every elected official, every law enforcement agency, and every resident of Albemarle County must counter the narrative of violence, greed, and corruption coming from this administration and its supporters. These aren't political positions. They are moral positions.

[00:39:46] Every American who does something in defense of the Constitution makes a difference. In Chicago, one person started wearing a whistle. Then he and his volunteers distributed them so thousands of people had one small tool that collectively disrupted ICE actions throughout Chicagoland.

[00:40:05] You have so much more than a whistle. You're about to have support from the governor's office and the General Assembly. It's not too late to stand out, to stand up, and to lead courageously, even if it feels uncomfortable. set an example others will follow thank you thank you there are no further speakers today so we will close matters from the public and the next item on our agenda is a closed meeting and miss duncan

[00:40:39] supervisor duncan your first go at the closed meeting motion i move that the board of supervisors convene a closed meeting pursuant to section 2.2-3711a of the code of virginia under subsection

[00:40:53] To discuss and consider appointments of supervisors as members or liaisons to various county authorities, boards, and other public bodies, including, without limitation, various community advisory committees, the Dardentau Memorial Park Committee, the Acquisition of Conservation Easements Committee, the Agricultural and Forestal District Advisory Committee, the Albemarle Broadband Authority, the Audit Committee, the Blue Ridge Committee for Shenandoah Park Relations, the Charlottesville Albemarle Convention and Visitors Bureau,

[00:41:23] The Chamber of Public Policy Committee, the Economic Development Authority, the Hazardous Materials Local Emergency Planning Committee, the High Growth Coalition, the Historic Preservation Committee, the Jail Authority, the Jefferson Area Board for Aging, the Police Department Citizens Advisory Committee, the Regional Housing Partnership, the Regional Transit Authority, the Rivanna Solid Waste Authority, the Solid Waste Alternatives Advisory Committee, and the Virginia Career Works Piedmont Council.

[00:41:52] And to discuss and consider appointments to various boards and commissions, including, without limitation, the Albemarle Conservation Easement Authority, the Albemarle County Service Authority, the Charlottesville Albemarle Convention and Visitors Bureau Executive Board, the Economic Development Authority, the Equalization Board, the Piedmont Family YMCA Board of Directors, the Places 29 North Community Advisory Committee, the Planning Commission, the Police Department Citizens Advisory Committee, and the Social Services Advisory Board.

[00:42:20] and to discuss and consider the appointment of the Fire and Rescue Chief. That's it. Second. All right. Without objection, if the clerk would call the roll. Ms. Duncan? Yes. Mr. Galloway? Yes. Ms. LaPista-Kirtley?

[00:42:36] Aye. Ms. Malik? Yes. Mr. Missal? Yes. Mr. Pruitt? Aye.

[00:43:07] I move that the Board of Supervisors certify by a recorded vote that to the best of each supervisor's knowledge, only public business matters lawfully exempted from the open meeting requirements

[00:43:46] of the Virginia Freedom of Information Act and identified in the motion authorizing the closed meeting were heard, discussed, or considered in the closed meeting. Second. All right, without objection, if the clerk will call the roll. Ms. Duncan? Yes. Mr. Galloway?

[00:44:02] Yes. Ms. Lepister-Kirtley? Aye. Ms. Malik? Yes. Mr. Missel? Aye. Mr. Pruitt? Aye. Thank you, board. And motions coming out of closed meeting, please. So I will read a resolution. Resolution appointing David Puckett as fire and rescue chief is there a second second so just to clarify your motion is to adopt that resolution on behalf of the board yes thank you we're good and the second's been made yes uh without objection if you'll call the roll miss duncan yes mr galloway yes miss lapista curtley

[00:44:41] aye miss mallet yes mr missel aye mr pruit aye very good motion approved mr richardson i'm going to turn to you oh mr chair thank you members of the board thank you so much for the opportunity this afternoon for us to recognize our newly promoted fire and rescue chief, David Puckett of the Albemarle County Fire Rescue Department. I'm going to invite David in just a minute to come to the board. He is no stranger to this board. Mr. Puckett is a senior leader within our Albemarle County Fire Rescue Department. David has extensive operational experience with both

[00:45:15] career staff and volunteers. David has over 27 years serving Albemarle County and its residents, Currently, as the Deputy Chief of Operations, Mr. Puckett has been our Deputy Chief of Operations since 2012. And he has got progressive leadership experiences up through the ranks, Captain, Battalion Chief.

[00:45:37] He's done a lot of fine work in Albemarle County Fire Rescue over the course of his career. I'll let David share more about himself. But David is married to an Albemarle County public school teacher since 1998. They have two adult children and live here in the county.

[00:45:55] And so we're very proud of David. We're very proud and thankful, too, that we had such a strong talent within the department that competed for this position. We had 15 outside evaluators and department leadership across the organization participate in a multi-step process.

[00:46:15] A lot of help from our human resources department. Jessica Rice is here as our human resources director. We had a lot of also outside evaluators that are connected to our fire rescue department in a very meaningful way. So, board, thank you for the support.

[00:46:31] Mr. Puckett, more so, thank you for your leadership in this organization. And thank you for your willingness to step forward, take on additional responsibility. It comes at a wonderful time. And, Mr. Chair, I'll invite David to the podium and let him talk to the board for a couple of minutes. thank you please good afternoon afternoon David Puckett Fire Chief Mr. Chair members of the board thank you first of all for your trust in me it's it's an honor and and very humbling to can lead the department for the last 27 years a part of and to continue serving the community to my own family calls home I want to thank my family friends colleagues certainly Chief Eggleston

[00:47:09] their support and mentorship along the way made this moment possible as Fire Chief my focus will be on three core priorities, strengthening our career and volunteer workforce, consistently delivering high-quality services, and being responsible stewards for the resources you've entrusted to us. I have the utmost confidence in the men and women of our department, and as a new fire chief, I'm grateful to have an independent analysis that outlines opportunities for how we can improve our service to the community. I look forward to working with the board, the county executive's office, and career and volunteer first responders to review those recommendations and move forward together. Thank you again for this opportunity and your continued support.

[00:47:48] Thank you, sir. And if you would, I'm going to invite our supervisors to make any remarks they wish. Supervisor Malik, you're first. Goodie. This is great. I think that when Highmeet Station opened, which was maybe 2005 or 2006, this young man was doing tours for the cast of hundreds who came through to look at the new facilities and the beautiful new lounge chairs that Better Living had donated and were making all these. This was tea party time, making all these snarky remarks about look at all the money that he spent on the chairs so i was able to in a loud voice say and wasn't it

[00:48:22] wonderful that the better living folks donated all of those from the fire department but talk about out of the frying pan into the fire dave has been to the act red meetings during the development of the ordinances and all the when when things would sort of flame up in the fire service and he was always able to build relationships and find solutions and i'm very proud of you and thank you very much for being willing to step up and do this thank you supervisor privet yes thank you so much chief pocket and congratulations i um i think the thing i want to most reflect is you know we had

[00:49:01] a surprise we had a closed session which we discussed uh this appointment um and the thing that we spent a while talking about they held your name in suspense for a while um but the the incredible rigor of the search process because of the incredible rigor of the role was a central thing because this is a deeply, deeply challenging role, right? We have a complex volunteer and professional system. We have a complex rural and urban environment, right? You have communities that are radically difficult to access, right? Like far northwest of Dyke that

[00:49:40] are still in uh in your ambit and then you also have you know the better part of a dense university campus that are both within your ambit um you have a tier one trauma center that you have to plan around and and have operations involving it is about as profoundly complex a a role as you could step into and you were found to be abundantly qualified for it that should be exciting. That should be daunting. And I hope you continue to thrive in this new role. Thank you so

[00:50:13] much. Supervisor Lepisto Curley. Congratulations. This is such a wonderful promotion and you certainly deserve it. And I know you've worked for the years that I've known you. You've worked hand in glove with Dan Eggleston. And you've always been responsive. You've always been there.

[00:50:38] Your expertise in different areas, I have really enjoyed. When we had problems at certain volunteers' fire stations, you were there. And I think this is a great promotion.

[00:50:53] We're going to really love having you as our new fire chief. And I look forward to working closely with you, also getting suggestions for the different things that we'll be involved in. congratulations, and thank you for accepting.

[00:51:16] Supervisor Missal. Thank you. First of all, congratulations, and it's great to meet you, and thanks for the service that you've given the county in the past. I live in North Garden, and I know the North Garden Volunteer Fire Department is a recipient of a lot of probably your guidance and wisdom over the years, so that's exciting.

[00:51:36] Also, you know, I think, you know, it sounds like you're coming into a really strong culture and that the organization is on firm footing. And it's just great. You know, it's great that you're sort of an internal person that actually knows that and can act with a soft hand on on that as opposed to coming in with a heavy hand.

[00:51:54] And I know you'll be a great fit. So thank you. And the only other thing I'd say, if there's ever anything I can do for you, let me know. Thank you. Thank you. Supervisor Duncan. Yeah, congratulations. The thing I thought was great was how long you've been in the community. And I think, like, ideally, this is what we want, right?

[00:52:11] It's a community where people can stay and grow in their careers. You know, your wife's a teacher with ACPS. And so all of that I find really exciting. And, yeah, I'm looking forward to working with you. And congratulations. Well, congratulations, sir.

[00:52:26] I certainly echo the comments of my fellow supervisors. But as Mr. Bissell elaborated to, I mean, we do have an organization that is known for being a high-performing one, a strong one. And you've been part of that and have made that happen. So I will be, I think all of us will be interested and excited and ready to support you as you take on a new leadership role and take the organization to the next level.

[00:52:48] So best of luck in your new role. And as I know, Jeff and Mr. Henry, you couldn't get the name out there for a second. We'll be there as we communicate through them with you and working with you that please call on us especially in the first six months for anything you need in support thank you so much again thank you for the trust and confidence you're pleased to meet thank you sir okay board we're going to move to uh some additional motions the which one you got ready to roll so this is

[00:53:22] in vacancies and appointments so please great all right um so i think this is i'm making this in the form of a motion correct to um to approve the final or the the following uh appointments So we'll start with the Albemarle Conservation Easement Authority, ACEA.

[00:53:41] There would be Sherry Buttrick, Albemarle County Service Authority, ACSA, Kimberly Swanson, and Liz Palmer, Charlottesville Albemarle Convention and Visitors Bureau, Athena Ashwood and Kelly Brown, Economic Development Authority, Bill Michnick, Frank Friedman, and Andrew Cox.

[00:54:08] Equalization Board, Dave Norford, Frank Friedman, and Evan Mayo. Piedmont Family YMCA Board of Directors, Andrew Salins and Elizabeth Engel. Places 29 North Community Advisory Committee, Keith Reed.

[00:54:28] Planning Commission, Luis Carazana, Nathan Moore, Karen Firehawk, and MK Mary Catherine King. And the Police Department Citizens Advisory Committee, Diantha McKeel.

[00:54:46] All right. Is there any further discussion? All right. If the clerk would please call the roll. Ms. Duncan? Yes. Mr. Galloway? Yes. Mr. Pisto-Kirtley? Aye. Ms. Malik? Yes. Mr. Missel? Aye. Mr. Pruitt? Aye.

[00:55:02] Thank you, board. And the next motion. Next motion is I would like to make a motion to approve the following vacancies and appointments. All right. Bear with me here. We'll go through this. Acquisition of Conservation Easements or ACE Committee is B. Pisto-Kirtley. Agricultural and Forestal District Committee, Fred Missel, Albemarle Broadband Authority, Fred Missel, Audit Committee, Ned Galway, Fred Missel, Blue Ridge Committee for Shenandoah Park Relations

[00:55:41] and Malik, Charlottesville Albemarle Convention and Visitors Bureau, B. Lepisto-Kirtley, Chamber Public Policy Committee, Sally Duncan and Ned Galway, Economic Development Authority, B. Lepisto-Kirtley. Hazardous Material, Local Emergency Planning Committee, Fred Missel. High Growth Coalition, Ned Galloway and Ann Malick. Historic Preservation Committee, Ann Malick.

[00:56:17] Jail Authority, Ned Galloway. Jefferson Area Board for Aging, Fred Missel. Police Department Citizens Advisory Committee, B. Lepisto-Kirtley. Regional Housing Partnership, Ned Galloway.

[00:56:34] Charlottesville Albemarle Regional Transit Authority, Sally Duncan and Michael Pruitt. Rivanna Solid Waste Authority, Ann Malick. Solid Waste Alternatives Advisory Committee, B. Lepisto-Kirtley and Ann Malick.

[00:56:52] Virginia Career Works Piedmont Council, Ned Galloway. And Virginia Piedmont Career Works Council, appointed Ann Malick. Designate, yep. Designate, thank you. Is there a second?

[00:57:08] Second. All right. Without objection, if the clerk would call the roll. Ms. Duncan? Yes. Mr. Galloway? Yes. Ms. Lepister-Kirtley? Aye. Ms. Malick? Yes. Mr. Missel? Aye. Mr. Pruitt? Aye. Very good. Thank you to all as we easy conversation getting all those appointments worked out. So thank you. All right. That will take us to item 15 from the county executive. Any reports or items today, sir? No, sir. Not this afternoon.

[00:57:36] Thank you. And that will take us to from the board committee reports and matters not listed on the agenda. Supervisor Malik, any items here today? I think I already lectured everybody earlier. So thank you. I will pass. Supervisor Pruitt. Nothing at this time. Supervisor Lapisto Kirtley. Nothing. Thank you. Supervisor Missal. Nothing. Thank you. Supervisor Duncan. Nothing.

[00:57:59] And I do not have any items to report here. And there you have it. So we got through our organizational meeting. Congratulations, board and everyone that helped us do that. And with no objection, we will adjourn to January 14th, 2026, 4 p.m. here in Lane Auditorium. Thank you.

[00:58:17] Have a good evening. Thank you.



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