



Minutes
Central Shenandoah Planning District Commission
112 MacTanly Place, Staunton, VA
Executive Committee Meeting
August 18, 2025, 8:05 p.m.

Attendance

	City of Buena Vista		City of Waynesboro		Staff
✓	Tyson Cooper	✓	Terry Short	✓	Ann Cundy
	County of Augusta		Rockingham County	✓	Kimberly Miller
	Pam Carter	✓	Rachel Salatin		
	City of Lexington		Rockbridge County		
✓	Frank Friedman		Chris Slaydon		
	City of Staunton				
✓	Sharon Angle				

Call To Order

The Executive Committee meeting of August 18, 2025, was called to order at 8:05 p.m. by Chairperson Frank Friedman.

Consideration of Minutes

Chair Friedman presented the minutes from May 6, 2025. The Executive Committee meeting minutes were approved unanimously.

Public Comment

Chair Friedman opened the floor for public comments. There were no public comments.

Officer Elections

The Executive Committee conducted officer elections for the upcoming 3-year term:

Chair: Frank Friedman expressed his interest in continuing to serve as Chair. Mr. Short moved to support the nomination, which was approved without objection.

Vice Chair: Chair Friedman nominated Tyson Cooper to serve as Vice Chair. The nomination was approved without objection.

Treasurer: When asked by Chair Friedman, Terry Short agreed to continue serving as Treasurer. The nomination was approved without objection.

Secretary: After brief discussion, Rachel was nominated and agreed to serve as Secretary. The nomination was approved without objection.

Discussion of Virginia Retirement System Exploration (EC Memo #25-03)

Ms. Cundy provided an update on the VRS exploration process, noting significant developments since the May Executive Committee meeting. She reported that after sharing the agency's employee census and Money Purchase Pension Plan details with VRS staff, VRS revised their recommendations that substantially changed the evaluation of previously discussed options.

VRS Staff Findings

VRS staff, after reviewing CSPDC's unique situation with their FICA replacement plan and significant employer contributions, advised against **Scenario 2** (dissolving the Money Purchase Pension Plan and having employees purchase VRS service with their accumulated funds), calling it a "terrible deal" for employees with any tenure. Due to state code restrictions, employees would only be allowed to purchase a limited amount of service, with excess Money Purchase Pension Plan contributions having to be placed in a low-yield (approximately 4%) savings account that is not actively managed. Additionally, these excess funds would be forfeited if an employee leaves public employment.

Revised Options for Consideration

The discussion focused on **Option 1A**, which involves freezing the current Money Purchase Pension Plan rather than dissolving it. This option would allow current employees to choose whether to remain in the existing plan or join VRS while providing new hires with VRS participation. Existing employees would have one year to make their decision, which would minimize disruption to current staff while addressing recruitment challenges.

Committee Discussion

Mr. Short expressed strong support for Option 1A, stating it would create sustainability for the organization moving forward while addressing recruitment needs for new hires. He noted that this option would provide flexibility for current employees and represent the most practical solution given the organization's unique circumstances. The Committee concurred.

Next Steps

Ms. Cundy agreed to inform VRS staff that the Executive Committee is most interested in Option 1A and to request written documentation of what Option 1A would mean for all current staff. She will continue working toward a decision by the end of 2025 to take advantage of the current staffing situation, noting that the agency hired nine new employees in 2024.

Other Business

Chair Friedman acknowledged Sharon Angle's service, thanking her for her role in check signing and other vital functions, particularly noting the challenges of handling these responsibilities remotely.

Adjournment

There being no further business to come before the Committee, the meeting was adjourned at 8:21 p.m.

Respectfully submitted,



Kimberly Miller, Commission Clerk