

April 13, 2010

County of Greene, Virginia

THE REGULAR MEETING OF THE GREENE COUNTY BOARD OF SUPERVISORS WAS HELD ON TUESDAY, APRIL 13, 2010, AT 5:30 P.M. IN THE COUNTY MEETING ROOM.

Present were: Steve Catalano, Chairman  
Clarence Peyton, Vice Chairman  
Jim Frydl, Member  
Carl Schmitt, Member  
Mike Skeens, Member  
Ray Clarke, County Attorney  
Barry Clark, County Administrator  
Patti Vogt, Deputy Clerk  
Tracy Morris, Finance Director

RE: WORKSHOP – REVENUE RECOVERY

Mr. Gary Matthews, of DAB, was present to discuss an emergency medical revenue recovery program. Mr. Bob Townsend, Public Relations Officer for the Greene County Rescue Squad, and Mr. Dave Lawrence, Public Safety Director, were also present.

The Chairman noted this is the second workshop held to discuss revenue recovery.

Mr. Matthews reviewed the process of a revenue recovery program which includes public education and training prior to implementation of the program. Typically, 90% of the fees collected come from some form of insurance. Volunteerism is down, required training is extensive, donations are down, and the time commitment for volunteers is huge. The cost of operation is greater than the revenue funding stream. This is an untapped resource.

Service to patients will not change with patient care remaining the first and foremost concern.

The service provided to the patient determines the level of billing. There are options available to deal with the remainder of billing that insurance does not cover.

It was noted this program would not require additional County staff and the billing company would handle claims.

Mr. Bob Townsend said the Greene County Rescue Squad supports the implementation of this program. He noted the Squad already has the “tough book” computers thanks to a grant through the County. The program is compatible with billing.

Slightly less than 10% of County residents are uninsured. The fees of surrounding counties were reviewed and the following fees are suggested:

BLS	-	\$450
ALS	-	\$650
ALS2	-	\$725
Mileage	-	\$8 per loaded mile

The Board heard comments from several members of the public in attendance who indicated they would not make donations to the Rescue Squad if this program is implemented.

The Chairman noted the County will continue to subsidize the Rescue Squad and will also continue with paid staff. An additional 12 hours for paid staff is included in the proposed budget. Mr. Catalano said fund raising efforts wear volunteers out. He thought there might be a three year decline in donations and then it will level off.

The workshop was closed at approximately 6:30 p.m. Mr. Townsend and Mr. Matthews will prepare a proposal for review by the Board.

RE: EXECUTIVE SESSION

Upon motion by Clarence Peyton and unanimous vote, the Board entered into Executive Session to discuss legal and personnel matters pursuant to Section 2.2-3711 Subsection (a, 1-7) of the Code of Virginia.

**Contract Matters:**

- Water and Sewer

**Land Acquisition:**

- Water and Sewer
- Dispensing of County property

**Legal:**

- Pending Litigation

**Personnel:**

- Reassessment Office

**Various Appointments:**

- JABA

Recorded vote:	Steve Catalano	-	Yes
	Clarence Peyton	-	Yes
	Jim Frydl	-	Yes
	Carl Schmitt	-	Yes
	Mike Skeens	-	Yes

Motion carried.

Upon motion by Clarence Peyton and unanimous vote, the Board returned to Open Session.

Recorded vote:	Steve Catalano	-	Yes
	Clarence Peyton	-	Yes
	Jim Frydl	-	Yes
	Carl Schmitt	-	Yes
	Mike Skeens	-	Yes

Motion carried.

By unanimous vote, all members certified that only public business matters lawfully exempted from the Open Meeting requirement and only such matters as identified by the motion to enter into Executive Session were discussed.

Recorded vote:	Steve Catalano	-	Yes
	Clarence Peyton	-	Yes
	Jim Frydl	-	Yes
	Carl Schmitt	-	Yes
	Mike Skeens	-	Yes

Motion carried.

RE: APPOINTMENT TO JEFFERSON AREA BOARD FOR AGING

Upon motion by Carl Schmitt and unanimous vote, the Board appointed Mr. Don Pamerter to the Jefferson Area Board for Aging.

Recorded vote:	Steve Catalano	-	Yes
	Clarence Peyton	-	Yes
	Jim Frydl	-	Yes
	Carl Schmitt	-	Yes
	Mike Skeens	-	Yes

Motion carried.

RE: SERVICE AWARDS

The Chairman presented the following employee service awards:

Patrick McClung	-	five years
Marsha Alley	-	ten years

Mr. James Howard, Director of the Social Services Department, commented on the contributions by the three former members of the Social Services Board. Mr. Mickey Cox served for eight years, Mrs. Sandra Sullivan served for eleven years, and Mrs. Joanne Burkholder served for seventeen years.

The Chairman presented Mrs. Sullivan and Mrs. Burkholder with service awards.

RE: VDOT QUARTERLY MEETING

Mr. Allan Sumpter, Resident Administrator, Joel Denunzio, Residency Program Manager, and Mr. Jim Utterback, District Administrator, were present.

Mr. Utterback spoke briefly on the restructuring going on at VDOT and cuts by the State. He noted over 8,500 potholes were repaired during the "pot hole blitz". The Charlottesville Residency will focus exclusively on maintenance. The permitting and land development processes will be handled by the Zion Crossroad office. A state wide call center with an 800 number is being opened.

Mr. Sumpter reported the following:

Octonia Road – repairs are planned to the structure damaged that will include replacement of damaged pipes using steel pipe liners. Work is expected to be completed early summer.

Mutton Hollow Road – Work to repair low water structure damaged by flooding in late January was completed on March 18. Survey working is ongoing as part of data collection to be used to conduct a hydraulic analysis for this project. Analysis is necessary to ensure protection of adjacent properties.

Route 230 – A meeting with law enforcement and county officials was held in March. A revised plan is being developed for approval by Central Office in regards to speed zone step down.

Ms. Joann Woods said there is no ditching on Route 649 (from Route 33 on right hand side). It is filled in with debris.

Mrs. Patsy Morris asked about the Mutton Hollow Road project. Mr. Sumpter said VDOT is in the process of scoping phase.

Mr. Bill McMullen said the speed limit on Octonia Road is too high for such a narrow road and asked that it be lowered to 25 mph. Mr. Sumpter said there is a statutory 35 mph speed limit on rural rustic roads. He suggested the Sheriff's Office be contacted regarding enforcement in the area.

RE: PUBLIC HEARING – SIX YEAR PLAN

Mr. Sumpter reviewed the proposed Six Year Plan as advertised noting Simms Road and Matthew Mill Road remain priorities. Only funding available this year is from tele-fees.

Mr. Denunzio said Simms Road is the top priority for gravel road project and it will probably take 3 to 4 years to accumulate necessary funding.

Mr. Schmitt asked about the Route 607 project. Mr. Denunzio said they do not have the funding to do the project but have identified what needs to be done. Mr. Bart Svoboda, Zoning Administrator, reviewed proffers for area. Mr. Schmitt asked if matching funds would be possible. It was noted the project would be completed in two phases.

The Chairman opened the floor for public comment.

Mrs. Patsy Morris spoke on the priority of Mutton Hollow Road project. Mr. Denunzio said this project is fully funded but the design is holding it up. It is the next construction project. Mr. Sumpter said the bridges will be replaced with box culverts.

Upon motion by Mike Skeens and unanimous vote, the Board approved the Six Year Plan for improving roads in the secondary road system and the construction budget for FY 2011. (See Attachment "A")

Recorded vote:	Steve Catalano	-	Yes
	Clarence Peyton	-	Yes
	Jim Frydl	-	Yes
	Carl Schmitt	-	Yes
	Mike Skeens	-	Yes

Motion carried.

RE: QUALIFIED SCHOOL CONSTRUCTION BONDS

Mrs. Kim Powell, Business and Facilities Director, was present to discuss the awarded allocation in the amount of \$2,425,596 of qualified school construction bonds for eligible school projects. The Schools is requesting the Board of Supervisors to schedule a public hearing on this

issue on May 11. The School Board approved a resolution at their meeting last night requesting the Board of Supervisors move forward.

Mrs. Powell said the eligible projects would be those included in the energy performance contract and would be "budget neutral". The interest rate would be 0%. Bond sale agreements are due in Richmond by May 14.

The School fully realizes the debt repayment obligation would be carried in the School budget and they are expected to meet debt payments without asking for additional appropriations from the Board of Supervisors.

The project is structured so the energy conservation measures would pay for themselves within 15 years. The cash flow would support the debt repayment. Mrs. Powell noted they expect projects to come in under estimates and the annual savings should be around \$193,000.

Mrs. Powell briefly reviewed the energy conservation measures (ECM) that are included in the project. Ameresco will manage all contract work and guarantees that the average savings will pay for the debt load for that year. It was noted the guarantee is in units of energy not dollars.

Mr. Neil Chambers and Mr. Garrett Rapper, of Ameresco, were present. Mr. Chambers said the project will be paid for from the existing operating utility budget.

It was the consensus of the Board to schedule a public hearing on this matter for the May 11, 2010 meeting.

RE: MATTERS FROM THE PUBLIC

JOANN WOODS

Ms. Joann Woods said the care boxes her class prepared and shipped overseas were received by the troops who sent the children a video.

Ms. Woods commented that Mr. James Howard, Director of Social Services, has been most helpful since the recent tragedy in the community.

RE: CONSENT AGENDA

Upon motion by Clarence Peyton and unanimous vote, the Board approved the following items on the consent agenda:

- a. Minutes of the March 10, 18 and 23, 2010 meetings.
- b. Resolution in support of April, 2010 as Fair Housing Month. (See Attachment "B")
- c. Resolution to authorize the Treasurer's investment of County funds.

Recorded vote:	Steve Catalano	-	Yes
	Clarence Peyton	-	Yes
	Jim Frydl	-	Yes
	Carl Schmitt	-	Yes
	Mike Skeens	-	Yes

Motion carried.

RE: OTHER MATTERS FROM THE BOARD

CONSTITUTIONAL OFFICES

The Chairman said the State is cutting a total of \$25,147 from the constitutional offices budgets. A one day furlough for all constitutional employees is suggested but not mandatory.

Mr. Peyton noted the Board was faced with the same situation last year and agreed that the Board would not "backfill" the lack of allocation from the State. Cuts were made to these offices in the FY 2011 budget also. He felt it is time to put a stop to it and was not in favor of any more reimbursements for lack of funding from the State.

The Board discussed what would be involved with a one day furlough. Mrs. Tracy Morris, Finance Director, said the salary for each employee would have to be changed for the month of May and then changed back in June. It was noted the amount could be covered by the contingency fund line item.

It was the consensus of the Board to cover the amount of \$25,147 in cuts by the State for the constitutional offices.

RE: EXECUTIVE SESSION

Upon motion by Carl Schmitt and unanimous vote, the Board entered into Executive Session to discuss legal and personnel matters pursuant to Section 2.2-3711 Subsection (a, 1-7) of the Code of Virginia.

**Contract Matters:**

- Water and Sewer

**Land Acquisition:**

- Water and Sewer
- Dispensing of County property

**Legal:**

- Pending Litigation

**Personnel:**

- Reassessment Office

Recorded vote:	Steve Catalano	-	Yes
	Clarence Peyton	-	Yes
	Jim Frydl	-	Yes
	Carl Schmitt	-	Yes
	Mike Skeens	-	Yes

Motion carried.

Upon motion by Clarence Peyton and unanimous vote, the Board returned to Open Session.

Recorded vote:	Steve Catalano	-	Yes
	Clarence Peyton	-	Yes
	Jim Frydl	-	Yes
	Carl Schmitt	-	Yes
	Mike Skeens	-	Yes

Motion carried.

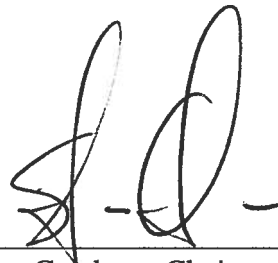
By unanimous vote, all members certified that only public business matters lawfully exempted from the Open Meeting requirement and only such matters as identified by the motion to enter into Executive Session were discussed.

Recorded vote:	Steve Catalano	-	Yes
	Clarence Peyton	-	Yes
	Jim Frydl	-	Yes
	Carl Schmitt	-	Yes
	Mike Skeens	-	Yes

Motion carried.

RE: CONTINUED MEETING

The meeting was continued to Tuesday, April 27, 2010, in the auditorium at William Monroe High School.



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Steve Catalano, Chairman  
Greene County Board of Supervisors

Secondary System  
Greene County  
Construction Program  
Estimated Allocations

Fund	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016	Total
Secondary Unpaved Roads	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TeleFee	\$61,919	\$61,435	\$61,435	\$61,435	\$61,435	\$61,435	\$369,094
Residue Parcel	\$0	\$0	\$0	\$0	\$0	\$0	\$0
STP Converted from IM	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Federal STP - Bond Match	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Formula STP	\$0	\$0	\$0	\$0	\$0	\$0	\$0
MG Formula	\$0	\$0	\$0	\$0	\$0	\$0	\$0
BR Formula	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Formula STP - Match	\$0	\$0	\$0	\$0	\$0	\$0	\$0
State Funds	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Federal STP	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total</b>	<b>\$61,919</b>	<b>\$61,435</b>	<b>\$61,435</b>	<b>\$61,435</b>	<b>\$61,435</b>	<b>\$61,435</b>	<b>\$369,094</b>

Board Approval Date:

*Alvin D. Spton* 4/15/10

Residency Administrator

Date

*[Signature]* 4/19/10

County Administrator

Date

## SECONDARY SYSTEM CONSTRUCTION PROGRAM (in dollars)

District: Culpoper  
County: Greene County

Board Approval Date: 2011-12 through 2015-16

Route PPMS ID Accomplishment Type of Funds Type of Project Priority #	Road Name Project # Description FROM TO Length Priority	Estimated Cost Ad Date	Previous Funding SSYP Funding Other Funding Total	Additional Funding Required	PROJECTED FISCAL YEAR ALLOCATIONS						Balance to complete	Traffic Count Scope of Work FHWA # Comments	
					2010-011	2011-12	2012-13	2013-14	2014-15	2015-16			
RL0627	BACON HOLLOW RD	PE \$599,459											408 SAFETY/TRAFFIC OPERS/TSM 15012
51022	0627039195	RW \$425,130	\$3,011,226	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
CONTRACT	RTE 627 - SPOT IMPROVEMENTS	CON \$1,483,392	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
S	1.153 MILES WEST ROUTE 615	Total \$2,507,981	\$3,011,226	(\$503,245)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
MIN PLAN,STATE,SECON DARY	ROUTE 615	3/11/2008											
0001.00	1.2												
RL0634	Mutton Hollow Road	PE \$160,000											
82274	0634039P62	RW \$0	\$917,779	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
CONTRACT	ROUTE 634 - SPOT IMPROVEMENTS	CON \$675,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
S	ROUTE 635	Total \$835,000	\$917,779	(\$82,779)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	RECONSTRUCTION 16003 Low Water Structure Replacement (3)
NO PLAN,SECONDARY	ROUTE 33	2/16/2012											Mutton Hollow Road
0002.00	1.9												
RL0607	MATTHEW MILL RD	PE \$440,187											
51927	0607039200	RW \$1,543,741	\$1,342,890	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
CONTRACT	RTE 607 - SPOT IMPROVEMENTS (PE & RW ONLY IN SSYP)	CON \$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
STP	ROUTE 29	Total \$1,983,928	\$1,342,890	\$641,038	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	3784 SAFETY/TRAFFIC OPERS/TSM 14012 PE & RW Only Project to include intersection improvements at 607 and 670 County Should Consider Applying For Revenue Sharing Using Profifers As A Match
SECONDARY - ONE HEARING DESIGN	ORANGE COUNTY LINE	9/15/2013											
0003.00	2.1												
RL0624	BEASLEY ROAD	PE \$138,862											
17072	0624039P47	RW \$0	\$99,428	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
CONTRACT	ROUTE 624 - WIDEN AND SURFACE TREAT, BRIDGE OVER BLUE RUN	CON \$682,489	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
BR	ROUTE 623	Total \$821,351	\$99,428	\$721,923	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	216 BRIDGE REPLACEMENT 16009 Estimate Update Pending
MIN PLAN,STATE,SECON DARY	0.55 MILE NORTH ROUTE 623	12/17/2014											
0004.00	0.6												
RL0642	Simms Road	PE \$5,000											
93271	0642039571	RW \$0	\$1,397	\$0	\$61,919	\$61,435	\$61,435	\$61,435	\$61,435	\$61,435	\$61,435	\$61,435	
STATE FORCES/HIRED EQUIPMENT	Rte 642 Simms Road (Rural Rustic Road) 0.23MI E of Rte 667 Middle River Road	CON \$210,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	RECONSTRUCTION - SURFACE TREATMENT 16016
NO Plan 0005.00	Route 637	Total \$215,000	\$1,397	\$213,603	\$61,919	\$61,435	\$61,435	\$61,435	\$61,435	\$61,435	\$61,435	\$61,435	
	Route 637	4/2/2012											
	1.9												

## SECONDARY SYSTEM CONSTRUCTION PROGRAM (in dollars)

District: Culpeper  
 County: Greene County  
 Board Approval Date: 2011-12 through 2015-16

Route	PPMS ID	Road Name	Estimated Cost	Previous Funding	Additional Funding Required	PROJECTED FISCAL YEAR ALLOCATIONS						Balance to complete	Traffic Count		
						SSYP Funding	Other Funding	Total	2010-011	2011-12	2012-13			2013-14	2014-15
Type of Funds	Type of Project	Project #	Ad Date										Scope of Work	FHWA #	Comments
RL0630	89727	ROSEBROOK ROAD	PE \$5,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$20,000		RECONSTRUCTION - SURFACE TREATMENT
		0630039569	RW \$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		STATE FORCESHIRED EQUIPMENT	CON \$135,000	\$0	\$140,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
			Total \$140,000	\$0	\$140,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$20,000		
		RTE 810													
		RTE 631	3/1/2015												
		No Plan													
		0006.00													
RL4009	-2834	1204009	PE \$0	\$7,000		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		0
		COUNTYWIDE TRAFFIC CALMING	RW \$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		VARIOUS LOCATIONS IN COUNTY	CON \$0	\$0	(\$7,000)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
			Total \$0	\$7,000	(\$7,000)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
RL4008	-2833	1204008	PE \$0	\$4,000		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		0
		COUNTYWIDE RIGHT OF WAY ENGR.	RW \$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		VARIOUS LOCATIONS IN COUNTY	CON \$0	\$0	(\$4,000)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
			Total \$0	\$4,000	(\$4,000)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
RL4007	-2832	1204007	PE \$0	\$450,548		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		0
		COUNTYWIDE TRAFFIC SERVICES	RW \$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		VARIOUS LOCATIONS IN COUNTY	CON \$0	\$0	(\$450,548)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
			Total \$0	\$450,548	(\$450,548)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
RL4006	-2831	1204006	PE \$0	\$5,677		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		0
		COUNTYWIDE FERTILIZATION & SEEDING	RW \$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
		VARIOUS LOCATIONS IN COUNTY	CON \$0	\$0	(\$5,677)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
			Total \$0	\$5,677	(\$5,677)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		

## SECONDARY SYSTEM CONSTRUCTION PROGRAM (in dollars)

District: Culpeper  
 County: Greene County  
 Board Approval Date: 2011-12 through 2015-16

Route PPMS ID Accomplishment Type of Funds Type of Project Priority #	Road Name Project # Description FROM TO Length	Estimated Cost Ad Date	Previous Funding SSYP Funding Other Funding Total	Additional Funding Required	PROJECTED FISCAL YEAR ALLOCATIONS						Balance to complete	Traffic Count Scope of Work FHWA # Comments
					2010-011	2011-12	2012-13	2013-14	2014-15	2015-16		
RL4005 -2830 9999.99	1204005 COUNTYWIDE ENGINEERING & SURVEY VARIOUS LOCATIONS IN COUNTY	PE RW CON Total \$0 \$0 \$0 \$0	\$49,690 \$0 \$49,690	(\$49,690)	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	0 MINOR SURVEY & PRELIMINARY ENGINEERING FOR BUDGET ITEMS AND INCIDENTAL TYPE WORK.	
RL4002 -2827 9999.99	1204002 COUNTYWIDE PIPE & ENTRANCE VARIOUS LOCATIONS IN COUNTY	PE RW CON Total \$0 \$0 \$0 \$0	\$25,000 \$0 \$25,000	(\$25,000)	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	\$0 \$0 \$0	0 INSTALLATION CHARGE FOR PIPES AT PRIVATE ENTRANCES AND OTHER MINOR DRAINAGE IMPROVEMENTS.	

## **Fair Housing Month 2010 Resolution**

WHEREAS, April is Fair Housing Month and marks the 42<sup>nd</sup> anniversary of the passage of the federal Fair Housing Act (Title VIII of the Civil Rights Act of 1968, as amended by the Fair Housing Amendments Act of 1988);

WHEREAS, the Fair Housing Act provides that no person shall be subjected to discrimination because of race, color, national origin, religion, sex, disability, or familial status in the rental, sale, financing or advertising of housing (and the Virginia Fair Housing Law also prohibits housing discrimination based on elderliness);

WHEREAS, the Fair Housing Act supports equal housing opportunity throughout the United States;

WHEREAS, fair housing creates healthy communities, and housing discrimination harms us all;

WHEREAS, Greene County supports equal housing opportunity and seeks to affirmatively further fair housing not only during Fair Housing Month in April, but throughout the year;

Adopted in Open Meeting this 13th day of April, 2010.



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Steve Catalano, Chairman  
Greene County Board of Supervisors