

**Pittsylvania County Board of Supervisors  
Tuesday, May 17, 2016  
Adjourned Meeting**

**VIRGINIA:** The Adjourned Meeting of the Pittsylvania County Board of Supervisors was held on Tuesday, May 17, 2016 in the General District Courtroom of the Edwin R. Shields Addition in Chatham, Virginia. Jessie L. Barksdale, Chair, called the meeting to order at 7:00 p.m. The following members were present:

Jessie L. Barksdale	Banister District
Elton W. Blackstock	Staunton River District
Tim Barber	Tunstall District
Ronald S. Scearce	Westover District
Jerry A. Hagerman	Callands-Gretna District
Robert W. Warren	Chatham-Blairs District
Joe B. Davis	Dan River District

Mr. Clarence C. Monday, County Administrator, Mr. J. Vaden Hunt, County Attorney, Mr. Greg L. Sides, Assistant County Administrator for Planning and Development, Mr. Matthew D. Rowe, Director of Economic Development, and Ms. Kaylyn Myers were also present.

Mr. Barksdale led the Moment of Silence, and then the Pledge of Allegiance.

**Approval of Agenda**

Motion was made by Mr. Barber, seconded by Mr. Hagerman, to approve the agenda, which was unanimously approved by the Board.

**Hearing of the Citizens**

Nathalie Bennett of the Tunstall District commented on her feeling that there were unfair taxes on recreational vehicles.

John Merricks of the Dan River District gave a handout and spoke on his feelings of the Merchant's Tax and how he would like to see a cap put into place.

Vincent Shorter of the Chatham-Blairs District commended staff and the Board for their hard work on the budget preparation.

Richard Shumate of the Westover District opened with prayer and then commented on how his tax bills had increased on an old truck that he felt should have depreciated in value.

This concluded the Hearing of the Citizens.

**Consent Agenda**

Motion was made by Mr. Blackstock, seconded by Mr. Barber, to approve the Consent Agenda, which was approved by the Board of Supervisors.

- (a) Racecourse Approval –Healing Race Foundation 2016“*Live It Well*” 5K Race /  
1 Mile Fun Walk
- (b) Proclamation – National Dairy Month – June 2016
- (c) Proclamation – Community Action Month – May 2016
- (d) Proclamation – Business Appreciation Week – June 6-10, 2016
- (e) Resolution 2016-05-03; William H. Pritchett

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(f) Resolution 2016-05-04; Goodyear-Danville 50<sup>th</sup> Anniversary

Mr. Blackstock's motion was unanimously approved by the Board.

**Pittsylvania County Board of Supervisors**  
**PROCLAMATION**  
**NATIONAL DAIRY MONTH**  
**JUNE 2016**

**VIRGINIA:** At an adjourned meeting of the Board of Supervisors of Pittsylvania County, Virginia, held on Tuesday, May 17, 2016, the following proclamation was presented and adopted to recognize **June 2016 as National Dairy Month** in Pittsylvania County, Virginia.

**WHEREAS,** the Virginia Department of Agriculture and Consumer Services (VDACS) states the Virginia dairy industry has contributed to the development of the state's economy and the well-being of its citizens since dairy cows arrived in Jamestown in 1611, and more than 400 years later, Virginia's dairy industry consistently ranks near the top when compared to the state's other principle crops, livestock and livestock products; and

**WHEREAS,** Pittsylvania County has the following seven (7) dairies in operation: Mountain View Dairy, Van Der Hyde Dairy, Hammock Dairy, Motley Dairy, Grandview Holsteins, Inc., Waller Farms and Moore Dairy. Combined, these 7 dairies produce nearly 1.5 million gallons of milk annually within Pittsylvania County; and

**WHEREAS,** the dairy industry is a major industry in Pittsylvania County and makes a significant contribution to the economy of the County; and

**WHEREAS,** real milk and dairy foods are superior to their imitations in quality, value and taste; and

**WHEREAS,** besides the great taste, dairy products are nutrient-dense, providing 72% of the calcium available in the American diet, along with nine essential vitamins and minerals, including potassium, riboflavin, phosphorus, vitamins A, D, and B-12, as well as protein, and studies indicate that eating three to four servings of dairy per day could help lower the risk of high blood pressure, osteoporosis and some forms of cancer, as well as assist with weight management, supporting the catch phrase, "Milk-it does a body good!"; and

**WHEREAS,** the 80<sup>th</sup> celebration of June Dairy Month, highlighting the dairy industry, will occur during June 2016; then

**THEREFORE, BE IT PROCLAIMED** by the Board of Supervisors that the month of **June 2016** is designated to the celebration of **June Dairy Month**, and calls upon all the agencies and citizens of Pittsylvania County to observe the month with appropriate programs and activities ; and

**BE IT FURTHER PROCLAIMED that** a copy of this Proclamation be forwarded to local media sources.

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Given under my hand this 17<sup>th</sup> day of May, 2016.

**Pittsylvania County Board of Supervisors**  
**Proclamation**  
***Community Action Month***  
***May 2016***

**WHEREAS**, for more than 52 years, Community Action agencies have put a human face on poverty by advocating for those who do not have a voice; and

**WHEREAS**, Community Action builds and promotes economic stability as an essential aspect of enabling and enhancing stronger communities; and

**WHEREAS**, Community Action enhances millions of American lives by providing essential, life-changing services and opportunities such as affordable housing, economic development, health care, energy assistance, and natural disaster relief; and

**WHEREAS**, Virginia Community Action agencies leverage more than \$12 for each dollar of Community Services Block Grant funding to provide programs and services to about 170,000 low-income individuals; and

**WHEREAS**, Community Actions revitalizes communities and moves individuals towards self-sufficiency; and

**WHEREAS**, Virginia Community Action Agencies will continue to implement innovative and cost-effective programs to improve the lives and living conditions of impoverished Virginians; provide support and opportunities for all citizens in need of assistance; and serve as voices of reason in establishing system reforms; then

**NOW, THEREFORE**, the Pittsylvania County Board of Supervisors do hereby recognize ***May 2016 as Community Action Month*** in Pittsylvania County, and call this observance to all citizens of Pittsylvania County;

**BE IT FURTHER PROCLAIMED** that the Pittsylvania County Board of Supervisors authorizes the County Administrator to forward a copy of this proclamation to the local media.

Given under my hand this Tuesday, 17<sup>th</sup> day of May, 2016.

**Pittsylvania County Board of Supervisors**  
**PROCLAMATION**  
**BUSINESS APPRECIATION WEEK**  
**JUNE 6-10, 2016**

**WHEREAS**, Pittsylvania County is pleased to have a thriving base of business and industry to support the local economy; and

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**WHEREAS**, these businesses provide essential employment opportunities for the citizens of Pittsylvania County; and

**WHEREAS**, these businesses provide local revenues from which the entire local citizenry benefit; and

**WHEREAS**, these businesses also make significant contributions in our communities to promote educational opportunities for our children and promote a variety of activities which increase the quality of life of the area; and

**WHEREAS**, the Board of Supervisors and citizens of Pittsylvania County recognizes and appreciates these businesses; then

**NOW, THEREFORE**, the Board of Supervisors of Pittsylvania County does hereby proclaim the week of **June 6 – 10, 2016** as “**Business Appreciation Week**” in Pittsylvania County; and

**BE IT FURTHER PROCLAIMED** that a copy of this Proclamation be forwarded to local media sources.

Given under my hand this 17<sup>th</sup> day of May, 2016.

## **Pittsylvania County Board of Supervisors**

### **RESOLUTION 2016-05-03**

**VIRGINIA:** At the adjourned meeting of the Pittsylvania County Board of Supervisors held on May 17, 2016, in the General District Courtroom of the Edwin R. Shields Courthouse Addition, the following resolution was presented and adopted:

**WHEREAS**, Mr. William H. Pritchett, was elected to the Pittsylvania County Board of Supervisors in 1991 and served five terms representing the Banister District before retiring in 2011; and

**WHEREAS**, Mr. William H. Pritchett began his exemplary career with Pittsylvania County in January, 1992 as the first elected African American representative on the Pittsylvania County Board of Supervisors; and

**WHEREAS**, Mr. William H. Pritchett served as the Chairman of the Board of Supervisors in 1996 and Vice-Chairman of the Board of Supervisors upon six different occasions; and served on the following subcommittees of the Board of Supervisors during his twenty-year tenure: Finance, Solid Waste, Personnel, Property and Building, Legislative, Computer Telecommunications, Fire and Rescue Policy Board, and the Board of Supervisor/School Board Liaison Committee and the Joint Sites and Facilities Committee; and

**WHEREAS**, Mr. William H. Pritchett’s long standing civic career included serving on the Danville-Pittsylvania Regional Industrial Facilities Authority Board, the Danville-Pittsylvania County Small Business Development Center, the Pittsylvania County Social Services Board, the Pittsylvania County Community Services Board, the Pittsylvania County Community Action Agency’s Board of Directors, and the Pittsylvania County Planning Commission. In addition, Mr. Pritchett was the leader in organizing the West Piedmont Work Force Investment Board and served for over ten years as Chairman of the Local Elected Officials Consortium. Furthermore, Mr. William H. Pritchett served as Chairman,

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Vice-Chairman and Treasurer of the West Piedmont Planning District Commission over his twenty year public service career; and

**WHEREAS**, Mr. William H. Pritchett, through his dedication, vision, and leadership, contributed to major developments in Education, Economic Development, Recreation, and Community Development; and

**WHEREAS**, Mr. William H. Pritchett was a man of the highest integrity who well deserved the great respect and admiration of his fellow Board of Supervisors members; then

**BE IT HEREBY RESOLVED** that Pittsylvania County Board of Supervisors expresses its sincere regret and grief over the passing of Mr. William H. Pritchett, former member of the Pittsylvania County Board of Supervisors as well as an honored and respected citizen of Pittsylvania County, and expresses its deep condolences to the family of Mr. William H. Pritchett for their loss; and

**BE IT FURTHER RESOLVED** that a copy of this resolution be forwarded to the family of Mr. William H. Pritchett.

Given under my hand this 17<sup>th</sup> day of May, 2016.

## Pittsylvania County Board of Supervisors

### RESOLUTION

2016-05-04

**VIRGINIA:** At the adjourned meeting of the Pittsylvania County Board of Supervisors held on May 17, 2016, in the General District Courtroom of the Edwin R. Shields Courthouse Addition, the following resolution was presented and adopted:

**WHEREAS**, The Goodyear Tire & Rubber Company broke ground in Danville, Virginia on December 15, 1965, and construction began in March 1966; and

**WHEREAS**, The Goodyear-Danville plant cured its first tire on November 26, 1966; and

**WHEREAS**, More than 100 million truck and aircraft tires have been produced for the world market in the Danville plant; and

**WHEREAS**, Goodyear-Danville is the largest producer of commercial truck and bus tires in North America, as well as aircraft tires; and

**WHEREAS**, Goodyear-Danville initially produced bias truck and aircraft tires, but its production schedule has evolved to meet constantly changing market conditions with the plant now producing radial truck tires, bias aircraft tires, and radial aircraft tires with Goodyear-Danville being the exclusive producer of Goodyear's newest medium radial truck steer tires, the G399LHS; and

**WHEREAS**, Goodyear-Danville is Danville's largest employer with approximately 2,162 employees; and

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**WHEREAS,** Goodyear-Danville supports an estimated \$1.25 billion in total output in cumulative value of products and services for the Danville Micropolitan Area; and

**WHEREAS,** Goodyear-Danville annually sponsors one of the premier golf tournaments in the area, the Ed Steffey Memorial Education Open, and is a supporter of many special community activities each year.

**NOW, THEREFORE, THE BOARD OF SUPERVISORS OF PITTSYLVANIA COUNTY, VIRGINIA,** do hereby commend Goodyear-Danville on its 50<sup>th</sup> anniversary in Danville, Virginia and, furthermore, wish Goodyear-Danville many more prosperous years in our community; and

**BE IT FURTHER RESOLVED** that a copy of this resolution be presented to representatives of Goodyear-Danville.

Given under my hand this 17<sup>th</sup> day of May, 2016.

### **Public Hearing**

#### **Rezoning Cases**

#### **Case 1: George E. Greenwell & Nancy C. Greenwell – Staunton River Election**

#### **District: R-16-011**

#### ***R-1, Residential Suburban Subdivision District to A-1, Agricultural District***

Mr. Barksdale opened the public hearing at 7:15 PM. Mr. Shelton explained that George and Nancy Greenwell had petitioned to rezone a total of 10.10 acres, two (2) parcels of land, located off State Road 665/Rockford School Road (on Worley Court), in the Staunton River Election District from R-1, Residential Suburban Subdivision District to A-1, Agricultural District. Once the properties are rezoned to A-1, all uses listed under Section 35-178 are a permitted use. The Planning Commission, with opposition, recommended granting the petitioners' request. The Greenwells were present to represent the petition. No one signed up to speak and Mr. Barksdale closed the hearing at 7:16 PM. Motion was made by Mr. Blackstock, seconded by Mr. Barber, to approve rezoning Case R-16-011 from R-1 to A-1, and the following Roll Call Vote was recorded: Mr. Barber-Yes; Mr. Hagerman-Yes; Mr. Blackstock-Yes; Mr. Scarce-Yes; Mr. Davis-Yes; Mr. Warren-Yes; and Mr. Barksdale-Yes. Mr. Blackstock's motion was unanimously approved by the Board.

### **Public Hearing to receive citizen input on an amendment to the county budget for fiscal year 2015-16. (School Energy Project)**

Mr. Barksdale opened the public hearing at 7:29 PM. Mr. Monday explained the Board of Supervisors approved Resolution #2015-12-05 at their adjourned meeting, 12-15-16 to allow the Pittsylvania County School Board to obtain financing for their School Energy Project. The closing for this project occurred on January 20, 2016. The proceeds received for this project totaled \$3,313,595. Now that the County has received proceeds and the project is underway, Mr. Monday stated it was necessary for the Board of Supervisors to appropriate the funds for this project. Since the amount of the project exceeds one percent of the total expenditures included in the 2016 budget, § 15.2-2507 of the Code of Virginia, 1950 as amended, requires that a public hearing be held prior to the approval of such appropriation. The advertisement requirement for the public hearing was accomplished when a notice of public hearing was published in the Star Tribune on May 4, 2016. No one signed up to speak and Mr. Barksdale closed the hearing at 7:29 PM. Motion was made by Mr. Blackstock, seconded by Mr. Warren to amend the FY2016-16 Budget and approve an appropriation of \$3,313,595 in the FY2016 budget for the School

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Energy Project, and the following Roll Call Vote was recorded: Mr. Barber-Yes; Mr. Hagerman-Yes; Mr. Blackstock-Yes; Mr. Scearce-Yes; Mr. Davis-Yes; Mr. Warren-Yes; and Mr. Barksdale-Yes. Mr. Blackstock's motion was unanimously approved by the Board.

This concluded the Public Hearing.

### **Presentations**

Mr. Larry Aaron, President of the Pittsylvania County Historical Society, gave a presentation to the Board of Supervisors about the history of Pittsylvania County and spoke on the upcoming 250<sup>th</sup> anniversary in 2017. Mr. Aaron also requested, at a later date, for the Board of Supervisors to adopt an official Proclamation to recognize the 250<sup>th</sup> Anniversary of Pittsylvania County.

Mr. Matthew Rowe introduced Mr. Matt Bussing, Broadband Planner with DesignNine, Inc., and he discussed the anticipated process for phase 1 of the County's internet project. Mr. Blackstock asked if there would be better internet coverage throughout the County and Mr. Hagerman stated that he has concerns about the Union Hall area and if they would be able to connect to the school system. Mr. Bussing's response was that his strategy is to create the RFP but that he would make notes about the towers and carriers providing better internet coverage and that they could possibly reach out to the school systems eventually.

### **Unfinished Business**

At the Board of Supervisors May 2, 2016 meeting, a motion was made by Mr. Warren, seconded by Mr. Barber, to appropriate up to \$75,000.00 for the purchase of Fire & Rescue Apparatus. This motion required a 10-Day Layover that has now been met and the following Roll Call Vote was recorded: Mr. Barber-Yes; Mr. Hagerman-Yes; Mr. Blackstock-Yes; Mr. Scearce-Yes; Mr. Davis-Yes; Mr. Warren-Yes; and Mr. Blackstock-Yes. Mr. Warren's motion was unanimously approved by the Board.

At the Board of Supervisors May 2, 2016 meeting, a motion was made by Mr. Warren, seconded by Mr. Blackstock, to appropriate \$21,100 from unassigned fund balance for Springsted, Inc.'s professional services for the new County Administrator search. This motion required a 10-Day Layover that has now been met and the following Roll Call Vote was recorded: Mr. Barber-Yes; Mr. Hagerman-Yes; Mr. Blackstock-Yes; Mr. Scearce-Yes; Mr. Davis-Yes; Mr. Warren-Yes; and Mr. Blackstock-Yes.

Mr. Warren's motion was unanimously approved by the Board.

### **New Business**

The Finance Committee met at 4:00 PM on Tuesday, May 17, 2016 and no recommendations were submitted.

On April 21, 2016, at 3:00 PM, the Legislative Committee met and recommended revising the Board of Supervisors' Bylaws/Code of Ethics. At the May 2, 2016, Board of Supervisors meeting, the Board of Supervisors directed Staff to revise Section 8.1 thereof to include a public hearing requirement for any Board of Supervisors' Bylaw revision. Staff has made the requested change. Motion was made by Mr. Barber, seconded by Mr. Warren, to advertise and hold a public hearing at the first appropriate Board of Supervisors meeting to potentially adopt said revisions to the Board of Supervisors' Bylaws/Code of Ethics. The following Roll Call Vote was recorded: Mr. Barber-Yes; Mr. Hagerman-Yes; Mr. Blackstock-Yes; Mr. Scearce-Yes; Mr. Davis-Yes; Mr. Warren-Yes; and Mr. Blackstock-Yes. Mr. Barber's motion was unanimously approved by the Board.

At a previous Board of Supervisors' meeting, the Board of Supervisors authorized County Staff to take necessary steps to assist VDOT in making improvements to Bennett Street, via Rural Addition Funds, to take the private street into the VDOT system. Said improvements would involve paving the road, repairing potholes, realigning the road, and creation of a cul-de-sac at its terminus; thereby, allowing for a bus turnaround. Before VDOT will do the Bennett Street improvements, the County was required to secure appropriate right-of-way from the property owners adjoining Bennett Street. As evinced from the attached deeds, the County has done so. VDOT improvement of Bennett Street will be done by previously allocated Rural Addition Funds. No funds are required from the County at this time for the Bennett Street work. A motion was made by Mr. Scarce, seconded by Mr. Barber, to proceed with the Bennett Street project and authorize the acceptance of the Right-Of-Way Dedication. The following Roll Call Vote was recorded: Mr. Barber-Yes; Mr. Hagerman-Yes; Mr. Blackstock-Yes; Mr. Scarce-Yes; Mr. Davis-Yes; Mr. Warren-Yes; and Mr. Blackstock-Yes. Mr. Scarce's motion was unanimously approved by the Board

The Leesville Lake Association (LLA) will sponsor its 13<sup>th</sup> annual Beautification and Volunteer Appreciation Day on Saturday, June 11, 2016. The LLA has acquired a 30 cubic foot container to collect trash in and requests a tipping fee waiver for the trash in the container once it's brought to the Pittsylvania County Landfill. Motion was made by Mr. Hagerman, seconded by Mr. Blackstock, to waive the landfill tipping fees for a 30 cubic foot container with debris from Leesville Lake Association's 2016 Beautification Day Event. The following Roll Call Vote was recorded: Mr. Barber-Yes; Mr. Hagerman-Yes; Mr. Blackstock-Yes; Mr. Scarce-Yes; Mr. Davis-Yes; Mr. Warren-Yes; and Mr. Blackstock-Yes. Mr. Hagerman's motion was unanimously approved by the Board

The Board of Supervisors approved a total of \$28,000 for the Electoral Board in the FY2016 budget for the purchase of new software for the electronic poll books. This budget was approved on April 6, 2015. Before the end of FY2015, the Registrar was able to utilize existing resources to fund the software before 6-30-15. The registrar, Kelly Bailess, would like to request that \$22,979.17 of the original \$28,000 be repurposed for the following purchases:

- 30 cases of voting booths - \$2,998.50
- 2 Ballot Boxes - \$1,640.00
- 1 AutoMark Voting Machine and 32 ballot box (Tore Bin) - \$6,609.55
- 75 ID Barcode scanners w/stand and networking cables - \$11,109.00 and \$622.12

Motion was made by Mr. Blackstock, seconded by Mr. Warren, to approve the repurposed use of the \$22,979.17 for the items listed above to be paid out of the Electoral Board's Capital Outlay-Equipment line item (100-4-013100-8102). The following Roll Call Vote was recorded: Mr. Barber-Yes; Mr. Hagerman-Yes; Mr. Blackstock-Yes; Mr. Scarce-Yes; Mr. Davis-Yes; Mr. Warren-Yes; and Mr. Blackstock-Yes.

Mr. Blackstock's motion was unanimously approved by the Board

### **Appointments**

Motion was made by Mr. Hagerman, seconded by Mr. Barber, to appoint Lionel Reynolds as a representative for Pittsylvania County to serve an unexpired term on the Tri-County Lake Administrative Commission beginning May 18, 2016 and ending January 32, 2017. Mr. Hagerman's motion was unanimously approved by the Board.

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**Board Announcements**

Mr. Warren spoke on Davenport Energy receiving the Pennacle Award, and Ben Davenport Jr. received Virginia Tech's highest honor, the William H. Ruffner Medal. Mr. Davis thanked the County for recognizing Goodyear and Mr. Blackstock spoke on the loss of Mr. Pritchett. Mr. Hagerman stated that he met with Appalachian Power last Thursday and they voted to send a request for a new boat dock in Mr. Blackstock's district. Mr. Barber echoed Mr. Blackstock's words about Mr. Pritchett. Mr. Barksdale also spoke on Mr. Pritchett and also invited everyone to a meeting at the institute on May 18, 2016 at 7:00.

**County Administrator Comments**

Mr. Monday shared his appreciation and respect for Mr. Pritchett.

**Closed Session**

Motion was made by Mr. Blackstock, seconded by Mr. Barber, to enter into Closed Session and to include Mr. Hunt, Mr. Sides and Mr. Rowe in Closed Session for discussion of the following:

- (a) Discussion or consideration of assignment, promotion, performance or salaries of specific employees of a public body.  
Authority: §2.2-3711(A)(1) of the Code of Virginia, 1950, as amended  
Subject Matter: County Administrator  
Purpose: Employment Contract
  
- (b) Discussion concerning a prospective business or industry or the expansion of an existing business or industry where no previous announcement has been made of the business' or industry's interest in locating or expanding its facilities in the community.  
Legal Authority: Virginia Code Section 2.2-3711(A)(5)  
Subject: Project Beginning  
Purpose: Discussion of Potential Economic Development Incentives

The following Roll Call Vote was recorded: Mr. Barber-Yes; Mr. Hagerman-Yes; Mr. Blackstock-Yes; Mr. Scarce-Yes; Mr. Davis-Yes; Mr. Warren-Yes; and Mr. Blackstock-Yes. Mr. Barber's motion was unanimously approved by the Board.

The Board entered into Closed Session at 8:45 PM.

Motion was made by Mr. Blackstock, seconded by Mr. Barber, to re-enter into Open Session.

**PITTSYLVANIA COUNTY BOARD OF SUPERVISORS  
CERTIFY CLOSED MEETING**

**BE IT RESOLVED** that at the Meeting of the Pittsylvania County Board of Supervisors on Tuesday, May 17, 2016, the Committee hereby certifies by a recorded vote that to the best of each board member's knowledge only public business matters lawfully exempted from the open meeting requirements 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. If any member believes that there was a departure from the requirements of the Code, he shall so state

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prior to the vote indicating the substance of the departure. The statement shall be recorded in the minutes of the Board.

	<b><u>Vote</u></b>
Tim R. Barber	Yes
Jerry A. Hagerman	Yes
Elton W. Blackstock	Yes
Joe B. Davis	Yes
Ronald S. Searce	Yes
Robert W. Warren	Yes
Jessie L. Barksdale	Yes

The Board re-entered into Open Session at 9:20 PM.

Motion was made by Mr. Warren, seconded by Mr. Searce, directing the County Attorney to amend Mr. Monday's employment contract through December 31, 2016. Mr. Warren's motion was unanimously approved by the Board.

**Adjournment**

Motion was made by Mr. Barber, seconded by Mr. Searce, to adjourn the meeting, which was unanimously approved by the Board. The meeting ended at 9:22 PM.

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Jessie L. Barksdale, Chair  
Pittsylvania County Board of Supervisors

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Clarence C. Monday, Clerk  
Pittsylvania County Board of Supervisors