JEFFERSON COUNTY COMMISSION

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PRESIDENT
Pasha Majdi

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Jack Hefestay

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Cara Keys

COMMISSIONER
Mike Mood

COMMISSIONER
Steve Stolipher

March 20, 2026

Pasha Majdi, president
Mike Mood, vice president
Jack Hefestay, commissioner
Cara Keys, commissioner
Steve Stolipher, commissioner
393 N Lawrence Street
Charles Town, WV 25414

Dear Commissioners:

We are pleased to present the **Fiscal Year 2027 Budget for Jefferson County.** This year's budget builds on the county's financial strength and continued stewardship by our departments and offices.

Key accomplishments in Fiscal Year 2026 include:

- Transitioning Commission operations into our new facility and establishing departments within the Governmental Complex;
- Strategically designating the future location of the Public Safety Center-co-locating the Jefferson County Sheriff Office with Emergency Services Agency;
- Transitioning to award-winning Next Generation 911 operations;
- Implementing impact fees for Washington high school, JC Parks and Recreation, and paying the first bond payment entirely with impact fees; and
- Approving strategic priorities at the local, state, and federal levels.

Fiscal Year 2027 presents opportunities to build on these successes. We are first presenting you with a "flat" budget. Following a review, we recommend considering the use of projected FY27 revenue increases to support the following priorities:

COLA: Maintaining competitive salaries is essential to retaining our workforce and remaining competitive within the region. *(Estimated cost: $427,000)*

Merit: The merit rubric adopted in 2024 provides a structured method to recognize employee performance and growth. Funding merit increases helps retain high-performing staff and encourages professional development. *(Estimated cost: $641,000)*

IT Transition to Cloud Computing: The County's back-office vendor will require a transition from on-premises systems to cloud-based platforms. Investing in IT capacity will ensure operational agility and strengthen the county's technological infrastructure. *(Estimated cost: $40,000)*

County Administrator
Edwina Benites-LM

Moving forward, the Commission should prioritize three missions: professionalism, constituent relations, and engagement-encouraging pride in oneself as an employee, the Commission, and Jefferson County.

We submit this budget with great enthusiasm. Staff worked closely with each department and elected office to produce a balanced, flat proposal. While we have successfully reallocated resources to remain within budget, this approach is not sustainable long term. Future budgets must address competitive compensation and workforce growth, particularly in information technology.

Thank you for your leadership and continued support as we work together to advance the interests of our community.

Sincerely,

Edwina Benites-LM
County Administrator

Roger Goodwin
Deputy County Administrator

Jessica James
Chief Human Resources Officer

Chief Financial Officer