

VIRGINIA: At an Adjourned Meeting of the Board of Supervisors for the County of Accomack
held in the Board Chambers in Accomac on the 21st day of March, A.D., 2006.

Members Present: Donald L. Hart, Jr., Chair
Gregory L. Duncan, Vice Chair
Wanda J. Thornton
Ron S. Wolff
Sandra Hart Mears
Steve D. Mallette
C. Reneta Major

Members Absent: Laura Belle Gordy

Others Present: Steven B. Miner, County Administrator
Shelia S. Goodman, Administrative Secretary
Reed M. Ennis, Finance Director
Mike Mason, Deputy Finance Director

Call to Order

Chairman Hart called the meeting to order.

Mr. Hart informed members that Mrs. Gordy was still ill and would not be attending the meeting.

County Administrator

County Administrator Steven Miner appeared before the Board and apprised Mr. Duncan, who was unable to attend the meeting on March 20, 2006, of the Budget summary.

Proposed Pay Study

Mr. Miner referred to Page 51 of the Budget Work Papers and gave an explanation of the proposed Pay Study based on the Option 4 scenario.

Mr. Miner and staff responded to questions regarding concerns presented by the Board about some of the substantial increases proposed in Option 4.

Mr. Miner relinquished the floor to Assistant County Administrator Linda Warner to address some of the concerns addressed by the Board and to discuss a spreadsheet which had been provided to members. Mrs. Warner explained and responded to questions regarding the four options presented in the proposed Salary Study Analysis. She advised members that the Fire Medics salaries had been found to be significantly off the market, which had been expected, noting that the low paying salary was one of the reasons that the County was not able to recruit or retain Fire Medics. She also explained why certain employees were either getting a “small” increase or “no” increase, noting that it was due to them having reached the top of their range. She said that as

requested by the Board, job reclassifications were being looked at for some positions to address some of the Board's concerns.

Mr. Hart asked if anyone had done calculated on either of the options an average of the percentage of increases to determine what it would be. Mrs. Warner stated that she had not but that staff could get that information. A discussion continued.

Mr. Miner explained why he had chosen Option 4 opposed to Options 2 and 3. A lengthy discussion ensued regarding the proposed salary increases.

Mr. Duncan offered comments regarding his concerns with the process in which the increases were given, noting that he was in agreement with the concept but was not in total agreement with the entire process. A discussion ensued regarding internal equity and staff responded to questions regarding same.

Mr. Miner reiterated that job reclassifications were being looked at to address some of the concerns that had been expressed. A discussion ensued regarding the job reclassifications. Mrs. Warner informed members that the process for the job reclassifications would begin early as March 22nd, and explained the process and effects that could result from job reclassifications.

A lengthy discussion continued regarding the process and the tools that were used in determining the proposed salary increases. Staff responded to questions regarding the evaluation system, equity of positions, longevity concerns, and the option of phasing in the increases over a certain period of time.

Mr. Miner offered comments regarding the significant concerns that were expressed by Board members and asked that the Board give staff direction as to what the Board desired in order to come up with numbers for the Board process to allow staff to move forward. He also suggested having John Anzivino return to address the concerns with the study.

As requested, Mr. Ennis and Mr. Mason explained how bonuses were implemented in the pay system. A discussion ensued.

Mr. Mallette made a motion that staff use the midpoint between Option 3 and 4 (3.23716%) to establish employee salary increases. Mr. Wolff seconded the motion.

Mr. Ennis informed members that should staff use the suggested option to determine employee increases, employees would receive a lesser increase.

Recess

The Chairman declared a five-minute recess.

Call to Order

The Chairman called the meeting back to order.

Proposed Pay Study

A discussion continued regarding the difference in salary increases per the proposed pay study and the existing pay scale.

Mr. Mallette withdrew his motion.

Mr. Mallette said that he would like for staff to consider using as a determining factor for employee salary increases, the midpoint range of Option 3 and Option 4, and report same to the Board at its meeting on March 22nd.

Mrs. Thornton requested information showing what amount of bonuses had been given in the past two or three years and which employees had received them. She also requested information showing the amount of money which had been spent for bonuses in FY 2005.

Mr. Duncan requested an update on budget actions taken at the meeting held on March 20th due to his absence.

Bloxom Fire Department

Mr. Duncan gave an update about the conversation he had with Stewart Hall, Public Works Director, regarding payment arrangements for the removal of the debris caused by the fire at the Bloxom Fire Department in order not to waive the tipping fees. He stated that he would bring the matter back to the Board upon hearing from the Public Works Director.

Procedure for Public Hearing for District 3 Vacancy

The Chair entertained comments from members regarding the procedure they feel the Board should use in voting for the replacement of District 3 seat.

Ms. Major – Be prepared to vote after the constituents have spoken

Mrs. Thornton – Agreed, felt the Board should be prepared to vote

Mr. Mallette – Felt it was sort of a personnel issue as well which could bear going into Executive Session if the Board had some discussion among themselves which could meet that criteria. Felt it was also fine if the Board wanted to vote and talk about the matter in Public Session

Mrs. Mears - Not certain

Mr. Wolff - Prepared to go and vote.

Mr. Duncan - Requested that the Chair ask persons for their geographical location

Mr. Hart stated that names of the candidates would be placed in a container and each candidate would speak according in the order their names were drawn. A discussion continued.

Adjournment

Ms. Major made a motion to adjourn to Shore Financial in Onley for the Farm Preservation Meeting at 7:00 p.m. Mr. Wolff seconded the motion. The motion passed unanimously with Mrs. Gordy absent. The meeting adjourned at 6:45 p.m.

Chair