

MINUTES
CHATHAM COUNTY BOARD OF COMMISSIONERS
WORK SESSION, OCTOBER 16, 2000

The Board of Commissioners ("the Board") of the County of Chatham, North Carolina, met in the Henry H. Dunlap, Jr. Building, Classroom, located in Pittsboro, North Carolina, at 4:00 PM on October 16,, 2000.

Present: Chair Rick Givens; Vice Chair, Uva Holland; Commissioners Margaret Pollard, Gary Phillips, and Carl Outz, County Manager, Charlie Horne; County Attorney, Robert L. Gunn; Assistant County Manager, Paul Spruill; Finance Officer, Vicki McConnell; and Clerk to the Board, Sandra B. Lee

The meeting was called to order by the Chairman at 4:10 PM.

Work Session Agenda:

- 1. Pay and Classification Study Report**
- 2. Closed Session to Discuss Contracts and Personnel**
- 3. Other Items**
 - **Land Use Plan Process**
 - **Joint Meeting with Board of Education**
 - **Meeting with Pittsboro Town Council**
 - **Board of Election Request**
- 4. Adjournment**

PAY AND CLASSIFICATION STUDY REPORT

Human Resources Department:

Carolyn Chandre, Chatham County Human Resources Director, introduced Carolyn Long, Senior Consultant with MGT of America, Inc.

Carolyn Long, Senior Consultant with MGT of America, Inc., stated that her firm had been retained to provide a new pay and classification study and design new evaluation tools for Chatham County; that Chatham County overall is currently 14% below the market average in salaries and that figure is greater in some specific job classifications; and that Chatham County must seriously look at keeping pace with the market in order to help combat the 27-28% turnover rate in the County. She further stated that implementation of this plan could be done in two phases, one in January and one in the next fiscal year's budget; that it would bring Chatham County up to a competitive level with surrounding jurisdictions; that along with the pay and classification study, new performance evaluation instruments are being developed that will facilitate the transition into a true pay-for-performance system; that this, too, will be implemented gradually to allow for employee adjustment; and that adequate training will be provided to all supervisors and employees on how to use the new instrument.

Chatham County Schools Supplement:

Commissioner Pollard moved, seconded by Commissioner Outz, to appropriate a \$500.00 supplement

for each Chatham County School Principal and Assistant Principal. The motion carried five (5) to zero (0).

CLOSED SESSION

Commissioner Pollard moved, seconded by Commissioner Holland, to go out of Regular Session and convene in Closed Session for the purpose of discussing contracts and personnel. The motion carried five (5) to zero (0).

REGULAR SESSION

- Chairman Givens moved, seconded by Commissioner Pollard, to go out of Closed Session and reconvene in Regular Session. The motion carried five (5) to zero (0).

OTHER

Charlie Horne, County Manager, explained that the Chatham County Rescue Squad in Siler City was requesting ownership of the 1995 Ford Bronco, previously used by Emergency Services, to be used as a First Responder unit.

Resolution Declaring Property Surplus and Authorizing the Sale of Said Property to Chatham County Rescue Squad:

Commissioner Pollard moved, seconded by Commissioner Outz, to approve **Resolution #2000-38 Declaring Property Surplus and Authorizing the Sale of Said Property to Chatham County Rescue Squad**, attached hereto and by reference made a part hereof. The motion carried five (5) to zero (0).

Board of Elections:

Chairman Givens moved, seconded by Commissioner Holland, to appropriate up to \$5,000 for the Board of Elections to cover "One-Stop Voting" in Siler City. The motion carried five (5) to zero (0).

Chatham County Board of Education Meeting:

By consensus, the Board agreed to hold a joint meeting with the Chatham County Board of Education on either October 23rd, 24th, or 30th, 2000. The date will be confirmed and the Board notified.

Town of Pittsboro Council Meeting:

By consensus, the Board agreed to hold a joint meeting with the Pittsboro Town Council on either November 15th or 16th, 2000. The date will be confirmed and the Board notified.

ADJOURNMENT

- Commissioner Outz moved, seconded by Commissioner Phillips, to adjourn the work session. The motion carried five (5) to zero (0), and the meeting was adjourned at 6:24 PM.

Rick Givens, Chairman

ATTEST:

Sandra B. Lee, Clerk to the Board
Chatham County Board of Commissioners