



**CURRITUCK COUNTY
NORTH CAROLINA**

June 15, 2022

Minutes – Work Session of the Board of Commissioners

CALL TO ORDER

The Board of Commissioners met at 4:30 PM in a Work Session to discuss and clarify salary and reclassification recommendations proposed for the Fiscal Year 2022-2023 county budget. The Work Session was held in the Board Meeting Room of the Historic Courthouse, 153 Courthouse Road, Currituck, North Carolina.

Attendee Name	Title	Status	Arrived
Michael H. Payment	Chairman	Present	
Paul M. Beaumont	Vice Chairman	Present	
J. Owen Etheridge	Commissioner	Present	
Mary "Kitty" Etheridge	Commissioner	Present	
Selina S. Jarvis	Commissioner	Present	
Kevin E. McCord	Commissioner	Present	
Bob White	Commissioner	Present	

Chairman Payment opened the discussion at 4:34 PM.

**BUDGET DISCUSSION-CLASSIFICATION CHART REVISIONS AND SHERIFF'S
DEPARTMENT SALARIES**

Finance Director, Sandra Hill, and County Manager, Ike McRee, were asked to review changes to the salary classification chart and salary adjustments in the Phase 3 pay study, which were recommended for inclusion in the County's Fiscal Year 2022-2023 budget. Staff explained position shifts in the Classification Chart were due to the establishment of a \$15 minimum starting salary for employees, and comparisons between the old and new classification charts were reviewed as requested. Mr. McRee confirmed Cost of Living Adjustments were included in the new chart recommendations, and Ms. Hill explained the chart's color codes were used to denote whether a position was a reclassification, a pay study recommendation, or a new position. Commissioners discussed recommendations in the first two years of the pay study, and Commissioner Jarvis suggested the third year study may have been affected by inflationary pressures of the current job market. She recommended capping Phase 3 increases at 20 percent. Commissioner Mary Etheridge said she took issue with the highest recommended increases going to the highest paid employees. Ms. Hill said the classification chart was redone to avoid compression while accommodating Phase 3 pay study recommendations, a \$15 per hour minimum salary, and to provide for increases in the Sheriff's Office, and to maintain incentive programs for some departments. Ms. Hill said the new chart also cleans up inconsistencies existing in the old chart. Staff responded to questions related to salary compression, market data and comparables used for the study, and retirement contribution cost increases.

At 5:20 PM, with discussion still in progress, Commissioner Mary Etheridge exited the meeting.

Commissioner Jarvis asked staff to prepare figures showing Phase 3 Pay Study recommendations with a 20 percent cap. Commissioners also asked staff to prepare a letter to explain to employees the new salary structure recommendations. Following discussion, a majority of Commissioners were supportive of approving the salaries as noted in the proposed classification chart. Commissioner Jarvis was opposed.

Chairman Payment recessed the Work Session from 5:37 PM until 5:42 PM.

Discussion resumed for a review of a revised salary proposal received from the Sheriff for employees of the Sheriff's Office.

Mr. McRee provided information on the County Manager proposed salaries, which the Sheriff was comfortable with when presented. The Sheriff's concerns with recruitment were recalled, and Mr. McRee said Human Resources is working to develop a recruitment plan for the Sheriff's Office. He said several vacancies had been filled under the current pay structure after positions were posted on the County website. Board members recalled individual conversations with the Sheriff regarding salaries. Rebecca Gay, Assistant to the County Manager, said the Sheriff's recent proposal would result in a \$278,000 increase over the Manager proposed budget.

Commissioner J. Owen Etheridge said he needs time to study the options. Mr. McRee said funding would need to be cut elsewhere if the Board chose to fund one of the Sheriff's proposals. Commissioners asked to see numbers for the Sheriff's initial proposal and set a follow-up Work Session for Monday, June 20, 2022, at 4:30 PM to continue discussion.

Discussion concluded and Chairman Payment moved to close the Work Session. Commissioner White seconded and the motion carried, 6-0. The Work Session concluded at 6:15 PM.