

The Alleghany County Board of Commissioners met in special session on Monday, April 10, 2006, at 3:30pm in the Conference Room of the County Office Building, 90 South Main Street, Sparta, North Carolina.

Present: Chair Eldon Edwards, Vice-Chair Warren Taylor, Commissioner Sandy Carter Herndon, Commissioner Ken Richardson, County Attorney Donna Shumate, County Manager Don Adams, and Clerk to the Board Karen Evans. Commissioner Graylen Blevins was absent.

Chair Eldon Edwards called the meeting to order.

County Manager Don Adams explained the purpose of the meeting including items to be discussed are:

1. Franchise Agreement
2. Closed Session—NCGS 143-318.11 (a) (6)—personnel
3. Board of Elections Discussions

He further explained that Dave Harris will have the franchise agreements later this week. He asked the Board at the end of this meeting to recess until April 20 at 8:55am in order to discuss the franchise agreements. He stated that the first reading of the agreements will be on April 17.

Commissioner Warren Taylor made a motion to enter into closed session at 3:32pm under NCGS 143-318.11 (a) (6)—personnel. Commissioner Sandy Carter Herndon seconded the motion. Vote 4:0.

The Board of Elections joined the closed session at 3:44pm.

Commissioner Ken Richardson made a motion to adjourn the closed session at 3:51pm and reconvene the regular meeting. Commissioner Warren Taylor seconded the motion. Vote 4:0.

Chair Eldon Edwards stated no action was taken during closed session.

Chair Eldon Edwards talked about the County adopted a pay plan several years ago that covers all of the positions, and all new hires start at the beginning salary. He further talked about the starting salary for this position would \$29,374.

Tom Smith asked if the salary for a candidate with experience would be taken into consideration.

The Board of Commissioners agreed.

Ed Adams stated that someone with 15 years of experience is asking for \$40,000.

Rudy McKnight talked about splitting the salary range and giving the Commissioners a fair candidate.

Commissioner Ken Richardson and Rudy McKnight talked about the other candidates. Rudy McKnight reviewed some of the qualification for the job.

Commissioner Sandy Carter Herndon, Ed Adams and Rudy McKnight discussed one-stop voting that is starting on April 13.

Commissioner Ken Richardson asked if they are going to re-advertise for the position.

The Board of Elections explained that they had some excellent candidates, three to four qualified applicants with the most qualified person being offered to the Commissioners and one applicant has direct election experience.

The Board of Commissioners, County Manager Don Adams and Board of Elections discussed the communications regarding the starting salary for the elections supervisor position.

Commissioner Ken Richardson stated that he could endorse the candidate if the starting salary was \$29,347 not \$36,000.

Chair Eldon Edwards explained the salary plan for all employees.

Commissioner Sandy Carter Herndon and County Manager Don Adams explained the All American salary study in more detail including gathering the average salary ranges for this region.

Ed Adams talked about the need to consider what happened in 2000 and the turmoil in the last election.

Commissioner Ken Richardson reiterated that he can only support the starting salary of \$29,347 based on the information that he has.

Rudy McKnight talked about their budget and agreed with Ed Adams's comments regarding the need for a skilled individual in this position.

Commissioner Ken Richardson stated that maybe the qualifications need to be reviewed but the starting salary is a policy decision.

Commissioner Warren Taylor stated that the \$7,000 difference in price isn't the issue. He explained the issue is this action will open the policy to change the pay plan.

Rudy McKnight stated that he understood and the need for this position to be reviewed and restudied. He further stated that they have offered the best candidate to the Commissioners.

Commissioner Ken Richardson, Commissioner Warren Taylor and Rudy McKnight discussed having other qualified candidates, fair salary range and comparing salaries in similar size counties.

Chair Eldon Edwards stated that the Commissioners are not criticizing the Board of Elections for selecting the candidate but the Commissioners cannot deviate from the salary plan. He further stated that they will have to stay with the policy that is in effect now, and the position may need to be looked at.

Commissioner Warren Taylor asked how much it would cost to have All American review one position.

County Manager Don Adams stated that he can call and ask.

Commissioner Ken Richardson made a motion, that as of today, to not deviate from the County's policy. Commissioner Warren Taylor seconded the motion. Vote 4:0.

County Manager Don Adams reviewed the average salary numbers for this year showing

4.4% below the regional average.

Commissioner Warren Taylor and County Manager Don Adams discussed experience doesn't factor into the averages because they are all based on starting salaries. County Manager Don Adams explained that the decisions for an experienced applicant are on a case-by-case basis.

The Board of Commissioners and Ed Adams discussed having one person that has experience interested in the job.

County Attorney Donna Shumate stated that the Board needs to go back into closed session if they are going to discuss an individual for the job.

Commissioner Sandy Carter Herndon made a motion to enter into closed session at 4:27pm under NCGS 143-318.11 (a) (6)—personnel. Commissioner Warren Taylor seconded the motion. Vote 4:0.

The Board of Elections joined the closed session at 4:27pm.

Chair Eldon Edwards left the meeting at 4:35pm.

Commissioner Sandy Carter Herndon made a motion to adjourn the closed session at 4:51pm and reconvene the regular meeting. Commissioner Ken Richardson seconded the motion. Vote 3:0.

Vice-Chair Warren Taylor stated no action was taken during closed session.

Being no further business, Commissioner Ken Richardson made a motion to recess the meeting until April 20 at 8:55am. Commissioner Sandy Carter Herndon seconded the motion. Vote 3:0.

Respectfully submitted,

Karen Evans
Clerk to the Board

Attest:

Eldon Edwards
Chairman