

MINUTES

December 4, 2003

The Davidson County Board of Commissioners met in the Commissioners' Meeting Room, Governmental Center, 913 Greensboro Street, Lexington, at 8:00 A.M. on Thursday, December 4, 2003, for a regularly scheduled informational meeting and employee service awards presentation.

PRESENT

Commissioners: Chairman Fred Sink, Vice Chairman Sam Watford, Cindy Akins, Priscilla Hege, Billy Joe Kepley, Don Truell, Dr. Max Walser

County Attorney/Clerk to the Board Robert C. Hedrick, County Manager Robert C. Hyatt, Social Services Director Catherine Lambeth, Emergency Services Director Doug Lowe, Human Resources Director Keli Greer, Planning and Zoning Director Guy Cornman, MIS Director Joel Hartley, Chief Deputy/Acting Sheriff Dallas Hedrick, Purchasing Director Dwayne Childress, Board of Elections Director Ruth Huneycutt, Recreation Director Charles Parnell, Senior Services Director Kathryn Gentry, Recycling Coordinator Steve Swaim, Transportation Director Zeb F. Hanner, Health Director Diane Crouse, Finance Director Jane Kiker

A. CALL TO ORDER AND WELCOME

Chairman Fred Sink called the meeting to order and welcomed guests.

B. INVOCATION

Commissioner Hege

C. PLEDGE OF ALLEGIANCE

D. RECOGNITION

E. REGISTER FOR PUBLIC ADDRESS

Chairman Sink noted the register for public address.

F. ADOPTION OF AGENDA

On a motion by Commissioner Truell and a second by Commissioner Akins the Board voted unanimously 7-0 to adopt the agenda. (Exhibit 1)

G. PUBLIC ADDRESS

H. PRESENTATION OF EMPLOYEE SERVICE AWARDS

Chairman Sink presented service awards to employees with 30, 25, 20, 15, 10, and 5 years of service with Davidson County. The Board members spoke with each recipient and thanked each for the service and loyalty to Davidson County. (Exhibit 2)

I. RECESS – Reception

The Board recessed the meeting to accommodate a reception honoring the employees receiving service awards.

J. RECONVENE

The Board reconvened the meeting.

K. ITEMS FOR INFORMATION/DECISION

1. Election of Chairman and Vice Chairman by Robert C. Hedrick, County Attorney/Clerk to the Board

Robert Hedrick stated that the floor was open for nominations for Chairman of the Board.

Commissioner Walser nominated Fred Sink.

Mr. Hedrick asked if there were other nominations; hearing none, he stated that the nominations were closed.

On a motion by Commissioner Hege and a second by Commissioner Akins the Board voted unanimously 7-0 to elect Fred Sink as Chairman by acclamation.

Mr. Hedrick opened the floor for nominations of Vice Chairman.

Commissioner Kepley nominated Sam Watford.

There were no further nominations.

Mr. Hedrick stated that the nominations were closed.

On a motion by Commissioner Hege and a second by Commissioner Akins the Board voted unanimously 7-0 by acclamation to elect Sam Watford as Vice Chairman.

2. Pay/Classification Study Workshop by Matt Reece, Piedmont Triad Council of Governments

County Manager Robert Hyatt introduced Matt Reece and noted that the funds have been budgeted to implement the Pay/Classification Plan, following the study, at the first of the year.

Matt Reece noted that the Pay/Classification Study was a study of work. He further noted that the purpose was to do a market comparison and be able to attract and keep good employees. Mr. Reece presented a Power Point presentation with an outline of the study. The outline consisted of job analysis, market analysis and assignment of classes to grade. Mr. Reece pointed out that the study showed that Public Safety employees could be raised three pay grades and Office Support/Clerical, approximately two grades, to be comparable to the market. He further noted that most of the professional positions were in line with other counties based on size and similarities in environment.

Mr. Reece then addressed the mode of implementation. He noted that the steps to be taken would be to 1) *Confirm the Market Assumptions*, 2) *Adopt the Assignment of Classes to Grade*, 3) *Select an Option for Implementation*, and 4) *Continue the Pay Study on Multiple Year Cycles*. This concluded the presentation.

(Exhibit 3)

Commissioner Hege left for another commitment.

Discussion followed.

Robert Hyatt noted that the recommendation is the *Across the Board* option based on the amount budgeted.

L. ADJOURNMENT

On a motion by Commissioner Walser and a second by Commissioner Truell the Board voted 6-0 to adjourn.

Fred C. Sink, Chairman
Davidson County Board of Commissioners

Robert C. Hedrick, Clerk to the Board
Davidson County Board of Commissioners